

At Guelph

Thought for the week
Wise sayings often fall on barren ground, but a kind word is never thrown away.

Sir Arthur Helps

Re-Discover
DOWNTOWN GUELPH

University of Guelph, Guelph, Ontario

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Plan for campus security called for by mid-February

Acting president Jack MacDonald has asked Physical Resources director Roger Jenkins for a campus security plan within a month.

"There is concern particularly for people who work on campus after hours — grad students, teaching assistants, food workers, custodial staff," says MacDonald.

Jenkins will work with six others to draft a plan by mid-February.

Some of the members of the drafting committee also belong to a separate working group that started reviewing security organization on campus last fall. Headed by Charles Ferguson, vice-president, administration,

the group is re-examining the issue due to concerns raised after building security was eliminated on the recommendation of Canada Consulting Cresap in its Phase 1 report in March 1991.

Prior to the internal review, there were about 10 building security guards on campus.

Members of Ferguson's group are examining the pros and cons of a central security service and decentralized college-run systems.

"We need to impress on people that in a community of this size and complexity, security is everybody's responsibility," says MacDonald.

They are assessing how much

and what kinds of security — for property and people — are needed. And they are considering alarms, security telephones, lighting, card keys and signage to improve security on campus.

On the committee drafting a security plan are Prof. Leonard Conolly, acting academic vice-president; Brian Sullivan, associate vice-president for student affairs; Jane Watt, assistant vice-president for human resources; John Campbell, manager of environmental health and safety; Police Chief Murray Milson; and Andrew Noble, Central Student Association vice-president, internal. □

Salary settlement imposed on PSA

by Martha Tancock
University Communications

After weeks of discussions, the University ended a stalemate with the Professional Staff Association by imposing a one-per-cent salary increase for all professional and managerial staff in 1992/93.

Acting academic vice-president Leonard Conolly says he regrets it

wasn't possible to provide a salary settlement comparable with the '92/93 settlements of some other groups. "But the University is committed to doing everything possible — as soon as possible — to address these anomalies," he says.

PSA chair Kath Beaven of the Centre for International Programs says the association is "disappointed in the salary settlement given what some other salary groups got, but we are also aware of the budget constraints."

She welcomes the University's commitment to redressing the inequitable salary settlement for some 500 professional and managerial staff on campus. The University "is finally aware of the inequities and has committed to redressing them," she says.

Imposition of the settlement came a month after PSA members voted overwhelmingly to reject the University's offer of one per cent. "If we wanted to have any credibility at all, there was no way we could have accepted that offer," says Beaven. The imposed settlement is "marginally better" than the original offer, she says.

Along with the one-per-cent increase, which is retroactive to May 1, 1992, and effective to April 30, 1993, the settlement includes three days off for professional development and a waiver of the one-year waiting period to qualify for the 75-per-cent athletics fee subsidy. In addition, the \$550 professional development

allowance will be reinstated in the next salary year.

The three days off is offered in lieu of a professional development allowance and can be taken up to Dec. 31, 1993. Employees taking the time off are expected to spend it on professional development, such as researching work-related topics in the library, talking to others in the field and taking advantage of counselling services.

Another term of the imposed settlement was a pledge from acting president Jack MacDonald that the University would respond by Jan. 15 to a proposal for a long-term salary policy for professional staff. The proposal was first presented last March by a joint PSA/University committee, but was shelved during salary discussions, says Beaven.

PSA salary discussions for 1993/94 will begin within the next few weeks. They could focus again on salary settlement inequities, suggests Dave Bruce of Computing and Communications Services, chair of the PSA salary and benefits committee.

Bruce says the 1992/93 settlement didn't meet the PSA goal to provide equity for professional staff and held only a promise to redress inequities. "Our heads are not stuck in the clouds here," he says. "We recognize these are financially difficult times. All we want is our fair share." □



Bald eagle Akeela was on hand for the recent announcement of a network to co-ordinate national expertise in wildlife health and disease.

National network will study wildlife disease

Under the watchful eyes of bald eagle Akeela, a resident of the OVC Wild Bird Clinic, U of G officials recently announced the formation of a network that will co-ordinate national expertise in wildlife health and disease.

Canada's four veterinary colleges — in Saskatoon, Guelph, Saint-Hyacinthe and Charlottetown — along with Environment Canada's National Wildlife Research Centre in Hull, Quebec, will form the Canadian Co-operative Wildlife Health Centre. The network is expected to increase knowledge about diseases occurring in Canadian wildlife, including diseases caused by environmental pollutants.

The network will be administered by Saskatoon's

Western College of Veterinary Medicine. Prof. Ian Barker, Clinical Studies, is co-ordinator of the Ontario region.

Core funding for the national network, totalling \$1.8 million over five years, will be provided by Environment Canada, with \$200,000 being allocated in the first year. The Max Bell Foundation has committed \$150,000 over three years. The Canadian Wildlife Federation has given \$20,000 for the first year.

Provincial and territorial wildlife agencies will provide the remainder of the centre's \$400,000 first-year operating budget. During the first year, U of G's share of the funding will be about \$60,000. □

Welcome back!

At Guelph welcomes all new and returning students to campus. Have a great winter semester! □

Inside:

Included with this issue of *At Guelph* are a special supplement on the Macdonald Stewart Art Centre and an insert from the Bookshelf Cinema.

Human rights adviser named 3

Library cancels 291 journals 3

Joining the quarter-century club 4

In the news B

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Commentary

New federal drug legislation a tough pill to swallow, says philosopher

The article on Bill C-91 in the Dec. 9 issue of *At Guelph* was a good statement of the position of the federal government and the Pharmaceutical Manufacturers Association of Canada (PMAC). PMAC represents 67 drug (mainly brand-name) manufacturers, about 18 per cent of which are Canadian owned.

I would like to present the case for the other side — the Canadian Drug Manufacturers Association (CDMA), which represents 19 Canadian-owned generic-drug manufacturers, all of the provincial health ministers except Quebec's and probably most Canadians.

From their point of view, the protection of intellectual property rights is not at the centre of the controversy. The fundamental issues concern Canadian drug producers' access to the Canadian market, the avarice of multinational drug companies and appropriate attitudes toward medical products. I will briefly comment on each issue in turn.

Canada's Patent Act prior to 1987 already provided a full 20 years of patent protection for medicines that are actually invented and developed in Canada. The current battle is over how much protection Canadians should give to foreign multinational companies and how long Canadian manufacturers should be denied access to Canadian

markets. Foreign producers already control more than 90 per cent of Canada's drug market. When the 20-year rule goes into effect, that could rise to 98 per cent.

Canadian producers have a long tradition of fighting for access to their own markets, especially in the arts — films, recordings, videos, magazines and books. Passage of C-91 will effectively end the drug battle in favor of foreign multinational producers.

For Third World countries, C-91 represents the sort of law that not only denies them access to their own markets, but also virtually assures them of a continued state of relatively lower development and dependence on the more developed world. From the Third World point of view, passage of C-91 must look like a final closing of the ranks of the developed countries against the less developed countries.

The *At Guelph* article said that brand-name manufacturers need the additional protection that C-91 offers to carry on research and development (R&D) in a competitive market. The Statistics Canada table below listing the average annual rate of return on equity before taxes for the drug industry compared with all other

industries from 1972 to 1987 indicates that the drug industry is among the most profitable industries in Canada. In view of these numbers, I think it's fair to say that the drug manufacturers' demand for increased protection indicates their insatiable greed rather than any sort of need.

The third issue concerns what could be called an appropriate attitude toward medical products. Defenders of C-91 assume that trade in pharmaceuticals is like any other commercial trade, although it is much more profitable. But people on my side believe that just as special considerations must be given to the production of hardware for purposes of military and environmental defence, so must they be given to the production of medicines.

It was precisely this belief that led to the introduction of compulsory licensing here in 1969 and to the introduction of our national hospital and health insurance programs before that.

Apart from these fundamental issues, my side doesn't have a lot of confidence in the Patent Medicine Prices Review Board. The trouble is, first, that it's unlikely that the government will monitor prices, etc., forever. Second, the more our market is

controlled by foreigners, the less control we have over information relevant to their operation and the less well informed we can be regarding any judgments made about those operations.

As a result, any alleged monitoring of such companies becomes more and more difficult and of dubious value. And in the long run, the companies will have a much freer hand at determining

what investments, jobs and innovations occur where.

Finally, Canadians will become like any Third World country, dependent on the largesse and good will of such companies, not only for the means to make a decent living, but also for life preserving and enhancing medicine.

Prof. Alex Michalos
Department of Philosophy

Student speak



by Scott
McNichol

CSA to meet

The Central Student Association will hold a general meeting Jan. 14. CSA president Nona Robinson says the meeting will focus on the findings of a committee set up to look into restructuring the association.

The meeting begins at 5:15 p.m. in Room 442 of the University Centre and is open to all students.

Ambassadors needed

Volunteers are needed to help out with this year's student ambassador program. During winter break Feb. 22 to 26, student ambassadors will go back to their old high schools and discuss university life and the programs available at U of G.

Students are also needed to help with on-campus liaison programs such as Campus Days March 13 and 14.

"Student ambassadors are a great help to high school students, who may not get the real picture of what university life is like from guidance counsellors," says Shari Dorr, a third-year psychology and history student who has been a student ambassador for two years to her former high school in Ancaster.

The program gives high school students first-hand information about academic life, adjusting to university and making new friends, says Dorr, who has volunteered to be an ambassador again this year.

Applications must be in by Jan. 21 and can be picked up from the Admissions Office on Level 3 of the University Centre. The program is especially interested in students from out of province or from outside a 100-kilometre radius of the University. For more information, call Mary Haggarty or Barbara Brohman at Ext. 8713.

'Yes' to the AMF

The U of G Referendum Yes Committee donated \$255 last month to the Alma Mater Fund. The money was surplus from the committee's sale of T-shirts last semester.

"We thought it best to put the money we raised back some way into students' hands," says Mark Stephenson, treasurer of the Yes Committee and president of the U of G Student Alumni Association.

Paulette Samson, associate director of annual giving, says it's encouraging to see students behind the effort to help other students. The Alma Mater Fund

provides support for scholarships and student programs.

Calling all nature lovers

The Arboretum needs volunteers. Interpretive naturalist Donna MacWilliam invites students to come out and help with the many programs The Arboretum has to offer.

Volunteers are needed for the maple syrup programs in March, the junior naturalist program and other weekend activities, she says. Help is also needed to create and set up displays. For more information, call MacWilliam or Chris Earley at Ext. 2201.

Fighting for human rights

For Leon Hall, fighting racism isn't just a personal interest, it's a fact of life. "The problem of racism is not just an interest if you're faced with it directly," he says.

Leon Hall

A fourth-year student majoring in biological science, Hall says people faced with racism generally deal with it in one of three ways — they bottle their anger up inside, they express it directly through physical force or they convert it into positive, optimistic action.

Hall has chosen to convert his anger. He's an active member of the African Students' Association and was a founding member of the Central Student Association's Human Rights Commission and the more recent Race Relations Commission.

He's working hard to increase awareness of the race commission, which he believes is partly responsible for the recently established Presidential Task Force on Human Rights. He is one of seven student members on the task force.

This past summer, Hall and his wife, Mona, were Canadian volunteers for World Promotions, an organization that gives inner-city children a chance to see beyond their world. Born and raised in England, Hall plans to return there after the winter semester to work for World Promotions and the Charles Wotten Centre.

Correction

In the Dec. 9 "Student Speak" column, it was incorrectly reported that Tagore songs were translated into English by W.B. Yeats. They were, in fact, translated by their author, Rabindranath Tagore. □

At Guelph

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Rate of return on equity before taxes, 1972-1987

Year	Drug industries	All industries	Rank among 87 industries
1972	24.7%	14.1%	8th
1973	24.3	19.7	17th
1974	27.4	22.8	19th
1975	25	17.8	12th
1976	22.7	15.8	15th
1977	21.4	14.7	16th
1978	22.7	17.4	20th
1979	28.3	21.9	17th
1980	30.1	20.1	10th
1981	31	17.4	6th
1982	30	5.4	7th
1983	33.9	9.9	3rd
1984	40.3	15.7	2nd
1985	41.1	12.7	3rd
1986	45.5	14.9	1st
1987	42.2	16.2	1st

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Reflecting on winter

After a snowfall, the glass walls of the Bovey Building offer passersby several variations on a winter theme.

Photo by Roberia Franchuk, University Communications

Library cuts 291 journals

by Martha Tancock
University Communications

After a year of dire warnings, the U of G Library has cancelled subscriptions to 291 journals.

Although Guelph ranks well among university research libraries, "its standing is deteriorating," physics professor Jim Stevens, chair of the Senate Library Committee, told Senate Dec. 15.

The committee blames inflation, a devalued Canadian dollar and a frozen acquisition budget for cancellation of these largely American and European research serials.

Last year, the committee estimated that the library's \$2.9-million acquisitions budget would need an extra \$625,000 to maintain the current serials collection and keep up with inflation. In fact, the acquisition budget was frozen.

Life sciences suffered the largest cuts, according to a report prepared by the committee. In addition, a "fairly large number" of non-research journals in areas of Guelph's traditional strengths were cancelled.

The blow to departments in the College of Physical and Engineering Science was temporarily softened by a one-time gift of \$50,000 from the University and college operating budget, but things could worsen in the coming year without any guarantee of similar funding, said the report. To make matters worse, subscription costs may increase by as much as 25 per cent in 1993, 10 per cent more than expected.

The serials cuts amounted to \$113,420 in 1991 dollars. For 1993, the library estimates it will need up to \$350,000 to maintain its collection, Stevens told Senate.

The last major serials cancellation occurred five years ago when the library cut 900 titles valued at \$200,000, reducing paid subscriptions to about 5,100. Subscriptions have been added since then, so this latest 300-title cancellation reduces the library's list of paid subscriptions to about 5,000, said chief librarian John Black later.

The committee is also exploring "rationalizing" its collection with Wilfrid Laurier University, the University of Waterloo and possibly McMaster.

Black said Guelph, Laurier and Waterloo have discussed rationalizing and have, in fact, coordinated efforts to build and cut their collections over the years. But he warned that rationalization would not mean a dramatic reduction in expenditures. It would "provide elbow room, but it's not going to allow us to pull back in terms of expenditure."

The library committee is also examining the potential of a "super super super fax machine" to relay materials between university libraries, said Stevens.

Black noted that although this might meet research needs, "it will have an impact on the undergraduate community that is going to be drastic." Because of high demand for some journals, accessibility could be impaired by depending on remote access to other collections, he said. □ For more Senate news, see story on page 5.

Human rights adviser wants to reduce racism on campus

by Martha Tancock
University Communications

Indira Ganaselall spent part of the holiday break boning up on human rights issues on campus. Hired as U of G's first human rights adviser in December, she plans to spend her one-year, part-time appointment trouble shooting as well as initiating a campaign to reduce racism at the University.

The 36-year-old landed immigrant from Trinidad will be able to draw on her personal, academic and professional experience to respond to complaints and to build sensitivity about racism at U of G. She was one of about 20 applicants for the position.

Ganaselall grew up in rural Trinidad. Born of parents who came from Spanish, Portuguese and East Indian backgrounds — Hindu, Moslem and Sikh — she has brothers who have married into families whose ancestors include Chinese and Africans.

"I come from a diverse family ethnically and culturally," she says, "and I think this will be a very big help to me" as human rights adviser.

Through her academic work, she has seen discrimination at all different levels, she says. At Simon Fraser University, where she earned her BA in sociology and anthropology in 1980, she focused on field workers in Guatemala. To complete her 1986 diploma in agriculture from OAC, she worked with the Ontario Farm Women's Network to identify barriers that prevent women from participating in farm organizations.

Ganaselall's thesis for a joint M.Sc. from the Department of Rural Extension Studies and the University School of Rural Planning and Development involved interviewing 150 migrant Caribbean farm workers in Ontario and

talking to their families in the West Indies about the Canadian experience.

This fall, she documented the life of street kids in London. Hired by the city to do a needs assessment, she and a colleague spent much longer than the project's five weeks meeting hundreds of hungry and homeless youths.

Ganaselall says she is "keenly aware of racial harassment and cultural ignorance" on this campus. She and a black male friend used to avoid walking past Der Keller when it was licensed because students would hurl racial slurs at him. "I know people on campus who have suffered from discrimination."

Where students might have con-

fined their complaints of racial discrimination to their own circle of friends, they — or anyone else — can now express their grievances in confidence to Ganaselall. "I want to make people aware that they do have an outlet where they can talk." Now all she needs is a room with a closed door.

But she sees her role encompassing more than crisis intervention. "I don't think I should sit and wait for complaints." She is looking for constructive ways to combat discrimination through education, one of several aims of the new Human Rights Task Force.

Hired for two days a week, Ganaselall will be working closely with the task force (see accompanying story) and international



Indira Ganaselall

student adviser Don Amichand.

Until a permanent office is found, she will be available Jan. 18 to Feb. 1 on Monday afternoons and Wednesday mornings in Room 403 of the University Centre and can be reached at Ext. 4296. Meetings can be arranged at other times. □

Task force sets complaint-resolution mechanism as first major project

Finding a method to deal with complaints of racism is the first major project the new Human Rights Task Force has set itself.

The 15-member group met as a whole for the first time last Wednesday to establish its agenda. Chaired by employment and educational equity director Janet Kaufman, the task force expects to come up with a complaints-resolution mechanism by the end of March.

It will eventually present a report to the president recommending a mechanism as well as identifying prohibited grounds of non-sexual discrimination, ways to eliminate any systemic discrimination and outlining educational strategies to prevent discrimination. Kaufman says she hopes most of the work can be done this semester, although some

work will extend into the fall.

Weekly meetings will take place Tuesdays from noon to 2 p.m. in locations to be announced. The committee is still discussing public access to meetings.

New human rights adviser Indira Ganaselall will act as a resource person. And there is a possibility that University administrators will be invited to attend meetings.

The task force includes three employee group representatives: Prof. Brian Calvert, Philosophy, representing faculty; Philip John of the Department of Animal and Poultry Science, representing professional staff; and Tajinder Kang of the library, representing staff. There are also three students: biomedical sciences graduate student Baljit Singh, biological science undergraduate Leon Hall and Nathalie Younglai,

an undergraduate student in women's studies and international development. Three presidential appointees are Prof. Loreleigh Keashly, Psychology; undergraduate marine biology student Leanne Simpson; and graduate student Sherry Yano, University School of Rural Planning and Development.

One of two positions for community-based reps has been filled by Dolores Smith of the Guelph-Wellington Multicultural Centre; the other may be recruited from the Guelph International Resource Centre. Four members at large, selected by the committee, are undergraduate Charmaine Crawford, Political Studies; undergraduate Sherman Maness, Fine Art; Prof. Clarence Munford, History; and graduate student Av Singh, Crop Science. □



Faculty and staff who have served U of G for 25 years were honored recently at a luncheon sponsored by the University.

Photo by Martin Schwaibe, Photographic Services

Faculty, staff honored for 25 years of service

College of Arts

Prof. David Murray, History
 Prof. Stu Hunter, English
 Prof. Marshall Matson, English
 Prof. Gerald Rubio, English
 Prof. Mary Rubio, English
 Prof. Leonard Adams, French Studies
 Prof. Renate Benson, Languages and Literature
 Patricia Law, Music
 Prof. John Leslie, Philosophy
 Prof. Douglas Odegard, Philosophy
 Prof. Clement Reeves, Philosophy
 Prof. Tom Settle, Philosophy

College of Biological Science

Prof. Fred Ramprasad, Dean's Office
 Prof. Norman Gibbins, Microbiology
 Prof. Wilf Rauser, Botany
 Prof. Benjamin Lu, Molecular Biology and Genetics
 Kenneth Jinde, Zoology
 Prof. Louise Lowe-Jinde, Zoology
 Jean Price, Zoology
 Prof. John Roff, Zoology

College of Social Science

Prof. O.P. Dwivedi, Political Studies
 Rena Gould, Dean's Office
 Prof. Pat Kyba, Political Studies
 Prof. Fred Vaughan, Political Studies

FACS

Prof. Betty Miles, Family Studies

CPES

Terrence Conroy, Chemistry and Biochemistry
 Prof. Gordon Lange, Chemistry and Biochemistry
 Prof. Antonio Salvatore, Computing and Information Science
 Prof. Murray Code, Mathematics and Statistics
 Prof. Art Dash, Mathematics and Statistics
 Richard Gingerich, Physics
 Thomas Kehn, Physics
 Prof. Trevor Dickinson, Engineering
 Donald Gordon, Engineering
 Prof. Philip Keddie, Geography
 Prof. Kenneth Kelly, Geography

OAC

Prof. Bill Moore, Agricultural Economics and Business

Philip Sweet, Department of Animal and Poultry Science Livestock Centres
 Prof. Leslie Hunt, Crop Science
 Thomas Madrid, Crop Science
 Glen Meatherall, Crop Science
 Prof. Robert Hall, Environmental Biology
 Rawlie Lowndes, Horticultural Science
 Prof. Eric Beauchamp, Land Resource Science
 Prof. Ward Chesworth, Land Resource Science
 Bill Mitchell, Land Resource Science
 Don Blackburn, Dean's Office
 Prof. Mike Jenkinson, Dean's Office

OVC

Robert Braham, Biomedical Sciences
 Melva McGregor, Biomedical Sciences
 Carol Wasnidge, Biomedical Sciences
 Prof. Geoff Summer-Smith, Clinical Studies

Prof. Jan Thorsen, Veterinary Microbiology and Immunology
 Molly Lochhead, Veterinary Teaching Hospital

University School of Rural Planning and Development

Prof. Jacqueline Wolfe

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 Murray McCutcheon, Central Purchasing

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Maureen Drescher, Office of the Vice-President
 Harvey Maurer, Research Station Services

Library

Alan Male, Automation and Technical Support

Ellen Tom, Acquisitions
 Isabel Wilkie, LC Cataloguing

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 Mohanlal Sigodia, Engineering
 George Amos, Housekeeping
 Cary Cotter, Housekeeping
 Gilda Flaminio, Housekeeping
 Marjorie Price, Housekeeping
 Helen Stokes, Housekeeping
 Lucie Turner, Parking Administration
 Ron McCormick, Security Services
 Donald Pearson, Security Services
 John Strange, Security Services
 Robert Bowers, Structural Shop

Teaching Support Services

Les Richards
 Elizabeth Wilson, Classroom Technical Support

University Centre

Dave Scott, Building Management

In remembrance of John Melby

A remembrance service will be held Jan. 19 at 3:30 p.m. at The Arboretum for professor emeritus John Melby, who died Dec. 18 in Guelph at the age of 79.

Speakers at the service will include acting president Jack MacDonald, retired political studies professor Henry John Melby

Wiseman, political studies professors Bill Graf and O.P. Dwivedi, and Kath Beaven of the Centre for International Programs.

Dr. Melby joined U of G in 1966 as founding chair of the Department of Political Studies. He served as professor and chair until 1971, when he took on the responsibility of developing an aims and objectives document for the University. He served on Senate and Board of Governors and chaired U of G's Asian studies program from 1968 until his retirement in 1978. He was named professor emeritus in 1979.

Dr. Melby was educated at the University of Chicago and joined the U.S. Foreign Service in



1937. He was assigned to the U.S. Embassy in Moscow in 1943 and to China in 1945. He was the principal writer of the *China White Paper* and author of *Mandate of Heaven: Record of a Civil War, China 1945-49* and numerous articles on international relations and education.

In 1953, Dr. Melby was fired from a position with the U.S. State Department because of his relationship with playwright Lillian Hellman, whom he met while working in Moscow. Hellman was suspected of being a Communist, and Dr. Melby was considered a security risk by his association. He was subjected to 18 months of loyalty hearings before being fired. It was not until 1980 that the U.S. government rescinded that decision.

Dr. Melby's experiences were the subject of a 1990 book by Robert P. Newman, *The Cold War Romance of Lillian Hellman and John Melby*.

He is survived by his wife, Roxana, his son, Everett, of El Paso, Texas, his stepson, Ted Bond, of Kingston, a sister, a brother and five grandchildren.

A scholarship for an international student has been established in Dr. Melby's memory. Contributions are being accepted at the treasury office in Alumni House. For more information, call Cathy Verby, Ext. 3901. □

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Research report

Gatorade for horses?

by Margaret Boyd
University Communications

What the Gatorade revolution is doing for human athletes, U of G researchers plan to do for horses.

Gayle Ecker, a research assistant at the Equine Research Centre, and Prof. Mike Lindinger, Human Biology, have been looking at actual salt (electrolyte) losses and the needs of equine athletes exercising under different conditions. With corporate sponsorship, they hope to apply this knowledge to the development of a "Gatorade" for horses.

The racing industry has been using various electrolyte preparations and regimens for many years. Since the summer Olympics in Barcelona, where horses had to compete in 42 C weather, people in the industry have become more aware of the need for improved knowledge of electrolytes, Ecker says.

Electrolyte and fluid loss contributes to dehydration, cramping, colic and other problems in horses. It can also lead to what's called "tying-up syndrome," which causes a breakdown of muscle. In extreme cases, there can be kidney failure.

Products currently available on the equine market are designed for horses in a diseased state, says Ecker. "We're talking about healthy but exercising horses; the electrolyte losses are not in the same quantities or ratios."

And supplements for people may not be appropriate for horses because of a markedly different sweat composition, she says. As in humans, horses lose fluid and electrolytes through sweating (as



Research assistant Gayle Ecker takes a blood sample from a horse at the Equine Research Centre to study its fluid and electrolyte loss.

Photo by Margaret Boyd, University Communications

much as 30 to 40 litres per race). This fluid is needed to cool the athlete by dissipating heat generated by contracting muscles.

A problem with oral supplementation is that when horses exercise, the blood flow is diverted from the gut to the muscles, says Ecker. "We have to figure out the best way to get oral electrolytes to where they're actually needed."

This study is the first of its kind to look extensively at electrolyte loss using some of Canada's best horses under different weather conditions. Over two years, chan-

ges in fluid and electrolyte balance have been examined in more than 150 horses involved in ride competitions of 80 to 170 miles. Blood samples taken before the ride, at mid-point, at the finish and afterwards were analysed for sodium, chloride, ionized calcium, potassium, glucose, lactate and plasma proteins.

The study calculates total fluid and electrolyte loss based on decreases in body weight, measured by a scale donated by the Canadian Morgan Horse

Foundation. Ecker also sampled horses involved in horse trials or one-day eventing.

Horse owners taking part in the study receive the results of the overall study as well as objective information specific to their horses. Based on that information, it appears that some improvements have been made, Ecker says.

"Proper electrolyte supplementation may improve endurance performance," she says. "It will certainly maintain performance and, if we can maintain it, we can try to optimize it." □

Funding agencies closer to merger

A merger of the Canada Council and the Social Sciences and Humanities Research Council moved one step closer to reality with legislation introduced in November in the House of Commons.

The formerly separate Crown funding agencies will eventually come under a single umbrella, to be called the Canada Council for the Arts and for Research in the Social Sciences and Humanities (CARSSH).

CARSSH will also incorporate the international academic and cultural relations programs from External Affairs and International Trade Canada.

According to an information paper containing highlights from information sessions conducted this fall, the new body will "maintain the traditional peer review systems for adjudicating awards."

In fact, the paper says the merger will strengthen SSHRC's arm's-length relationship to government.

The new body will be governed by 21 government appointees who reflect the functions of council, a provision "protecting the interests of the arts and research communities (and) not made in existing legislation." □

EYC program renews support

The Ontario government is again providing funding to hire students under the Environmental Youth Corps (EYC) Program. The ministries of Agriculture and Food, Environment, Natural Resources, Northern Development and Mines, and Tourism and Recreation are EYC host ministries.

Application deadline for summer student projects is Feb. 5 in the Office of Research, Feb. 12 at the individual ministry office. Applications for fall and winter projects must be received by July 23 in the Office of Research, July 30 at the ministry office.

Applications have been revised for 1993; copies are available from the Office of Research.

Note that although researchers send applications to the ministries for funding, students must send applications — using a different form — to Student Manpower in the event that the funding is received.

Diabetes research

The Juvenile Diabetes Foundation is accepting applications for research grants for 1993/94. One copy of the first two pages of the application must be received by the foundation by Feb. 15; the completed application is due March 1. □

Senate news

Student voice ensured

To ensure that student senators always have a voice in U of G government, Senate approved a proposal for alternative student representatives to attend and vote at committee meetings when the primary rep cannot attend.

There is such a small number of students on committees that "when they are unable to be present, there is usually no representation at all," said Prof. Harold Chapman, Biomedical Sciences, chair of the Senate Bylaws and Membership Committee. "We need to allow some flexibility in attendance."

New awards approved

Seven new student awards were approved at Senate Dec. 15:

- **The Waterson Garden Supplies Research Assistantship** of \$16,000 goes to an M.Sc. student in environmental biology, horticultural or land resource science doing research in composting, recycling or nursery production. Apply to the dean of OAC by June 1.
- **The Earl A. Thomas Graduate Scholarship** of \$2,000 goes to a food science student researching oenology. No application required.
- **CFRU Volunteer Awards** of \$250 go to students who have

volunteered at the student radio station for at least one year. Apply to the assistant registrar, Student Finance and Awards, by April 30.

- **The Mathematics Graduate Scholarship** of \$500 goes to a mathematics student with an A average in graduate courses. No application required.
- **The Sister Mary Frederick Sheeham Award** of \$250 goes to graduates in applied human nutrition or institutional food service management who are accepted for administrative or clinical dietetic internships. No application required.
- **The MAC '41 Marketing Scholarship** of \$300 goes to a FACS student who has completed "Family in the Canadian Economy" with top marks. No application required.
- **The Jean Henderson Sabry Graduate Scholarship** of \$200 goes to an outstanding graduate student in family studies and applied human nutrition. No application required.
- **The Kenneth McAlpine Pretty Graduate Scholarship** of \$1,500 goes to a student in land resource science who is researching plant nutrition or soil fertility. No application required.

Hydrology discontinued

The graduate program in hydrology has been discontinued due to lack of interest.

"There have been no students and few expressions of interest from prospective students in recent years," stated a report by the Board of Graduate Studies presented to Senate Dec. 15.

Senate also approved discontinuation of the Hydrology Inter-departmental Group.

From B to B-

Despite some suggestion that the University's reputation might be compromised, Senate voted to lower minimum requirements for entering doctoral programs to B-from B.

The change is part of a switch to a letter grade system. B- is equivalent to 70 to 72 per cent.

Department of History chair Eric Reiche opposed the B- designation. The University has tried to improve the quality of its doctoral programs, he said, but the new designation sends a message that U of G standards are lower than other universities. "I'm not assured that a B- admission would allow us to maintain that quality."

The B- designation "is not a downgrading of admission requirements," said OVC associate dean Alastair Summerlee, speaking for the Board of Graduate

Studies (BOGS), which recommended the change. He argued that a B- requirement makes Guelph more accessible. "There was considerable feeling (among BOGS members) that accessibility is an important issue here."

Ultimately, departments make the final judgement of which students to accept, said Summerlee. Virtually all departments exercise higher standards, Senate was told, but a B- minimum requirement allows them to consider applications from students who, for various reasons, don't necessarily fit the usual academic mould.

Simpler language needed

Senate refused to approve a new policy asking those conducting international projects to consider the role of and impact on women — because of the way it was written. Senators said the 20-page document outlining the new policies and guidelines was unclear and its wording turgid and unintelligible.

As a result, Senate asked the committee that prepared the document to rewrite it before bringing it back for approval. It was prepared by Women in International Activities, a subcommittee of the Senate Committee on International Activities. □

Certificate programs available

The winter '93 schedule for Continuing Education's certificate programs offers a variety of courses in human resources management, personnel administration, managing people at work, communication and other areas.

Courses are presented by instructors from the University and by experts in the community, and are available on campus or through distance education.

For more information or to register, call Ext. 3956. □

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- \$128,000 - A Lot of Home for the money ♦ 1300 sq. ft. bungalow ♦ 3+ bedrooms ♦ Huge rec room ♦ Backs open fields.
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THE BOOK SHELF

HEAR HERE!

Barbara Gowdy

author of *Falling Angels* and
We So Seldom Look On Love
will be reading in the cafe

TUESDAY JAN. 19 at 8:30 pm
admission is free
for reservations call

The Bookshelf
41 Quebec St.
821-3333

Human Resources report

Appointments

Clayton MacKay of Whitby has been named veterinary medical director in OVC.

Job opportunities

As of *At Guelph* deadline Jan. 8, the following opportunities were available to on-campus employees only:

Computing Centre Manager, Computing and Communications Services. Tentative salary range: \$47,727 minimum; \$53,008 nor-

mal hiring limit; \$56,391 maximum.

Production Assistant, Distance Education. Salary range: \$13.17 minimum; \$16.46 job rate (Level 5); \$19.76 maximum.

Counter Clerk, Records Section, Office of the Registrar. Salary range: \$13.17 minimum; \$16.46 job rate (level 5); \$19.76 maximum.

It is the University's policy to give prior consideration to on-campus applicants.

Graduate news

The final examination of Jian-guo Gao, a PhD candidate in the Department of Botany, is Jan. 14 at 10 a.m. in Axelrod 309. The thesis is "Cell Biology of Wheat Streak Mosaic Virus Infection." The adviser is Prof. Annette Nassuth.

The final examination of Paul Dickson, a PhD candidate in the Department of History, is Jan. 19 at 10 a.m. in MacKinnon 132. The thesis is "The Limits of Professionalism: General H.D.G. Crerar and the Canadian Army, 1914-1944." His adviser is Prof. Ron Suter.

The final examination of PhD candidate Pinggao Zhang, Environmental Biology, is Jan. 19 at 9 a.m. in Graham Hall 3301. The thesis is "Epidemiology and Control of Gray Mould (*Botrytis Cinerea*) of Black Spruce Seedlings." The adviser is Prof. John Sutton.

Dorothy Goettler, an M.Sc. candidate in the division of family relations and human development

in the Department of Family Studies, will have her final examination Jan. 15 at 1 p.m. in the Marriage and Family Therapy Centre. The thesis is "Qualitative Study of Some Gender Socialization Influences in the Father-Daughter Relationship." Her adviser is Prof. Claude Guldner.

The final examination of Michael Younie, an M.Sc. candidate in the Department of Land Resource Science, is Jan. 19 at 2 p.m. in Richards 038. The thesis is "Chloride and Nitrate Transport in a Sandy Soil." The adviser is Prof. Gary Kachanoski. □

Sports shorts

This column is provided by the Department of Athletics. For more information about campus athletic programs, call Ext. 2216.

Welcome back! A new semester of exciting sports action lies ahead. While you were off taking a breather over Christmas, Gryphon athletes were working hard preparing for their seasons.

There will be lots of games to watch this semester, so come out and show your support. Here's this week's schedule:

- Jan. 13: Basketball vs Western — women at 6 p.m., men at 8 p.m.
- Jan. 14: Men's hockey vs Waterloo, 7:30 p.m.
- Jan. 16: Men's hockey vs Laurentian, 7:30 p.m.
- Jan. 20: Volleyball vs Laurier — men at 6 p.m., women at 8 p.m. □

WE PRINT BOOKS!

For over 17 years Ampersand Printing has been providing book printing excellence at a reasonable price. We can help you from manuscript through to bound copies. Call Clive Lewis at 836-8800 or write Ampersand Printing, 123 Woolwich St., Guelph N1H 3V1.

Free seminars explore information technology



Computing and Communications Services (CCS) is again offering free seminars on information technology topics this semester for members of the University community. The series is presented in collaboration with Teaching Support Services and the U of G Library.

About two hours in length, the seminars are held in Room 203 and 204 of CCS, which is located just off Trent Lane, behind the Fire Hall. Registration begins Jan. 18. Space is limited, so register early by calling Ext. 3713 or visiting CCS weekdays between 9 a.m. and 4 p.m. For full course descriptions, stop by CCS anytime after Jan. 14. Hands-on courses are indicated by an asterisk.

Title	Date	Time
Absolute Beginner's Guide to WordPerfect *	Jan. 25	10:15 a.m.
WP Formatting *	Jan. 26	6 p.m.
(two parts)	Jan. 27 & 28	10:15 a.m.
Beginner's Guide to Using Your Personal Computer and DOS *	Feb. 1 & 3	6 p.m.
	Feb. 10	10:15 a.m.
	Feb. 11	6 p.m.
Intro to Quattro Pro *	Jan. 25	2 p.m.
	Jan. 27	6 p.m.
	Feb. 3	2 p.m.
Intermediate Quattro Pro *	Feb. 10	2 p.m.
Intro to dBASE *	Feb. 12	10:15 a.m.
Harvard Graphics *	Feb. 11	10:15 a.m.
Intro to Windows	Feb. 8	2 p.m.
WordPerfect for Windows	Feb. 11	2 p.m.
Getting to Know the Macintosh	March 1	2 p.m.
Intro to SPSS *	Feb. 2 & 3	10:15 a.m.
(two parts)	Feb. 15, 17, 18, 19	2 p.m.
SAS * (four parts)	Feb. 15, 16, 17, 18	6 p.m.
(two parts)	Feb. 5 & 9	10:15 a.m.
	Feb. 17 & 18	10:15 a.m.
Intro to Novell Netware	Feb. 4	2 p.m.
Intro to TCoSy (one hour)	Feb. 2	2 p.m.
Overview of Internet *	Jan. 28 & Feb. 1	10:15 a.m.
(two parts)	Feb. 2 & 4	6 p.m.
Accessing Library & Off-Site Databases	Feb. 16	2 p.m.
Intro to Pegasus Mail *	Feb. 1	2 p.m.
The "C" Programming Language (four parts)	March 8, 9, 10, 11	10:15 a.m.
Intro to Computer Terminology	Feb. 10	2 p.m.

Classifieds

For sale

Executive bungalow in Puslinch, 4,000 square feet, security, central air, rolling hills, ponds, Erin, 763-2222.

Downhill ski package for advanced youth skier, Blizzard Thermoski, 170 centimetres, with Tyrolia 420 binding, Dynafit Comp ski boots, 822-3312.

For rent

Three-bedroom apartment, walking distance to University, available immediately, \$640 a month plus utilities, Judy, 821-0108.

Three-bedroom bungalow with private basement apartment, adjacent to schools and near bus stop, family preferred, available March 1, \$1,050 a month plus utilities, Ext. 2678 or 763-6534.

One-bedroom furnished apartment in house, private entrance, central air, new appliances, laundry facilities, parking, non-smoker, available Feb. 1, \$540 a month inclusive, 763-2632.

Unfurnished room in home shared with two females, available immediately, February rent free, 20 minutes to campus, \$285 a month plus hydro, 766-0201.

Small house and motel-style accommodation in secluded south of France, Pat Rogers, 33-90 97 20 41;

Fax 90 97 20 87, Mas d'Auphan, Le Sambuc, 13200, Arles, France.

Wanted

9 x 12 interoffice envelopes, send to University Communications, Level 4.

Experienced cleaning lady, reasonable rates, references required, 823-8680 evenings.

Part-time child care in home, two children, aged 3-1/2 and one, experience with children preferred, Eden Mills, 856-9916.

Available

Reliable, mature housesitter, references, 787-1284.

Found

One silver earring, call Michael at Ext. 2926 to claim.

Lost

Silver Selko watch, Dec. 30 on Fairview Boulevard, great sentimental value, reward, Elizabeth, Ext. 4773 or 658-8254.

Classifieds is a free service available to staff, faculty, students and alumni of the University. Items must be submitted in writing by Thursday at noon to Linda Graham on Level 4 of the University Centre. For more information, call Ext. 6581.



Judy and Dan Anger are pleased to announce the new management of their travel agency TTI Frederick Travel.

Pam, Esther and Lori are still here to assist with your travel needs.

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Calendar

Thursday, Jan. 14

Pathology Seminar - "DNA Fingerprinting of *Haemophilus Somnus* Isolates" is the topic of graduate student Lisa Myers at 11:10 a.m. in Pathology 2152.

Friday, Jan. 15

Nutritional Sciences Seminar - Carol Kerley of Agriculture Canada traces "Consumer Trends for the 1990s" at 11:10 a.m. in Animal Science and Nutrition 141.

Animal Science Seminar - Andy Potter of the Veterinary Infectious Disease Organization of Saskatoon presents "Hoemophilus Somnus: Virulence Mechanisms and Vaccine Development" at 1 p.m. in Animal Science and Nutrition 141.

Sunday, Jan. 17

The Arboretum - Look up in that tree! It's the Sunday afternoon walk on a "Quest for Nests." Join Arboretum staff as they play detective to find out who makes nests and why. The walk leaves the J.C. Taylor Nature Centre at 2 p.m.

Monday, Jan. 18

The Arboretum - The environmental impact of the home garden is the topic of a five-session course being offered by The Arboretum. "A Practical Approach to Home Gardening" will address the history of gardens, soil, plant management, water and fertilizer use, as well as how to work with the seasons and natural principles to create a truly green garden. Sessions run Mondays from 7:30 to 9:30 p.m. beginning today with "Garden History: Passion and the Taming of Nature." Cost is \$50 for all five sessions or \$12 for a single session. Register at Ext. 2113 or Ext. 2358 as soon as possible.

Tuesday, Jan. 19

Physics Seminar - P.X. Zhang of the Institute for Microstructural Sciences at the National Research Council of Canada will discuss "Precise Measurements of the GAP Energy of Folded Acoustic Phonons in Si/Si_{1-x}Ge_x Superlattices" at 4 p.m. in MacNaughton 113.

Senate - The first meeting of Senate for 1993 begins at 8 p.m. in MacNaughton 113.

Worship

Catholic mass is celebrated Sunday at 10:10 a.m. in Thombrough 164, Monday and Tuesday at 12:10 p.m. in UC 533 and Thursday and Friday at 8 a.m. in UC 533.

The Open Door Church, offering services for a creative, worshipping, searching community (Anglican/United/Presbyterian), runs Sunday at 11 a.m. in UC 442.

Midweek - A Time with God provides an opportunity for reflection and meditation Wednesday at 12:10 p.m. in UC 533.

The Student Christian Movement meets to discuss politics, society and spirituality Tuesday at noon in UC 335.

The Lutheran Student Movement meets Friday at noon in UC 444. ☐



Francis Colpron and his recorder team up with harpsichordist Luc Beausejour for the Department of Music's Jan. 21 noon-hour concert.

Wednesday, Jan. 20

Plant Biology Seminar - The effects of UV irradiation on plants are discussed by Bruce Greenburg of the University of Waterloo at 3:30 p.m. in Axelrod 117.

Concert - Goober and the Peas hit the stage in the UC courtyard for a noon-hour concert of "faux country." Admission is free.

Third-Age Learning - TAL-Guelph's winter lecture series continues with "Down the Garden Path," featuring an introduction to The Arboretum and its programs with environmental interpreter Steven Aboud at 10 a.m. At 1:30 p.m. the "Greek Mythology and Philosophy" series examines "Philosophers of the Sixth Century: Xenophanes to Heraclitus" with retired English professor John Bligh. Lectures are in The Arboretum Centre. Admission for single lectures is \$2.50.

Macdonald Stewart Art Centre - Artist Carel Moiseiwitsch will talk on "Hi-Low Art" at 7:30 p.m.

Thursday, Jan. 21

Concert - Luc Beausejour and Francis Colpron headline the Department of Music's first noon-hour concert of the semester with music for the harpsichord and recorder. The 12:10 p.m. program features *Canzona* by Tarquinio Merula and Handel's *Sonata No. 6 in D Minor*. The 1:10 p.m. pro-

gram includes Bach's *Fontosio and Fugue in A Minor*. Both concerts are in MacKinnon 107. Admission is free.

Macdonald Stewart Art Centre - "Siren—Paintings and Contemporary Comic Art" by Carel Moiseiwitsch opens at 8 p.m. The artist will give a gallery talk at 3 p.m. "Misfit Lit: Contemporary Comic Art" also opens at 8 p.m. Prior to the opening, there will be an artist panel discussion at 7 p.m. in War Memorial Hall.

Friday, Jan. 22

Nutritional Sciences Seminar - Hans-Michael Dosch of Toronto's Hospital for Sick Children describes "Nutritional Triggers of Insulin-Dependent Diabetes Mellitus" at 11:10 a.m. in Animal Science and Nutrition 141.

Sunday, Jan. 24

The Arboretum - When the weather is cold, what animals are still out and about? Find out in a "Voyage Under the Ice" on the Sunday afternoon walk, leaving the nature centre at 2 p.m.

Monday, Jan. 25

The Arboretum - The home gardening series gets the real dirt with "Healthy Soil: The Base of Your Garden" at 7:30 p.m. at The Arboretum Centre. Cost is \$12. Call Ext. 2113 or 2358 to register.



The soapstone sculpture, *Hunter in Kayak* Upset by a *Walrus*, made in 1975 by Povungnituk artist Markusi Nungaq Kuanana, is now on display at the Macdonald Stewart Art Centre in a new exhibition of Inuit Art from the permanent collection. This work was recently purchased with funds donated in 1992 by Dr. Reid Palmer, an OAC '63 graduate.

MACDONALD STEWART ART CENTRE

358 Gordon St. (at College Avenue) Guelph - 837-0010

Notices

Meet the dean

The student government and alumni association of the College of Social Science are hosting a reception for students and alumni to meet the college's new dean, Prof. David Knight, Jan. 18 from 7 to 10 p.m. at the Faculty Club.

Depress your stress

The Stress Management and High Performance Clinic will begin its winter classes Jan. 21 and 22, offering relaxation techniques and stress education. Three four-long classes are scheduled — Tuesdays and Fridays at 12:10 p.m. in Room 333 of the University Centre, Mondays and Thursdays at 5:15 p.m. in the Population Medicine Lounge and Moodays and Thursdays at 8 p.m. in UC 441. Cost for 12 sessions is \$40 for students, \$60 for members of the U of G Staff Association and \$110 for others. Free booster classes will be held Jan. 19, Feb. 16, March 16 and April 13. Registration forms are available at the Connection Desk on Level 3 of the University Centre, or mail your fees and class times to the Stress Management Clinic, Student Affairs, UC Level 4. Call Ext. 2662 for more information.

A little Moxxy

Moxxy Fruvous returns to Guelph for a concert in War Memorial Hall Jan. 29 at 8 p.m. Opening band is Big Sugar. Tickets are \$14 general, \$12 for U of G students, and are available at the UC box office. For credit card orders, call Ext. 2896.

Sign here

Open up a new world of communication by learning American sign language, the standard language among people who are deaf. A series of free informal sessions introducing the language will be held throughout the winter semester, presented by the Centre for Students with Disabilities. Sessions

will be held in Room 301 of the University Centre and will run from 5 to 7 p.m. Jan. 20, Feb. 17, March 17 and April 14. Call Trudy Smit Quosai at Ext. 8310 for more information.

Good times at OAC

The OAC Good Times Banquet and Dance is Jan. 29 at the College Inn. The social hour begins at 6 p.m. with dinner at 7 p.m. The dance will follow an after-dinner guest speaker. Tickets for the evening are \$20 and can be obtained by calling Ext. 8321.

Women's self-defence

A basic course in the techniques of wu-do, self-defence for women, will be offered in two sessions this semester. The first runs the weekend of Jan. 16 and 17; the second is Jan. 30 and Feb. 6. Sessions run all day. The fee is \$25 for members of the University community only. In addition, an intermediate course will be offered March 20 for \$15. For more information or to register, call Ext. 8559 or drop by the Women's Resource Centre in Room 107 of the University Centre.

Author to read

The Department of English and the Canada Council are sponsoring a reading by author Barbara Gowdy Jan. 19 at 8:45 p.m. at the Bookshelf Cafe. Gowdy's work includes the novel *Falling Angels* and the collection *We So Seldom Look on Love*. Everyone is welcome.

Research in India

The Shastri Indo-Canadian Institute offers women-in-development fellowships to Canadian scholars for research and related activities in India. The institute also offers undergraduate bursaries of \$2,000 and language training fellowships of \$2,500. Deadline for applications is Jan. 31. For more information, visit International Education Services on Level 4 of University Centre.

SAVE MONEY AND TRAVEL TO TORONTO In Comfort!



U.C. Shuttle to Toronto departs Friday at 2:15 and 5:15 p.m. in front of the U.C. Full coach service, reserved seats and only \$8.95 a ticket. Tickets available at U.C. Box Office/Wordprocessing Centre.

Theatre in the Trees
"The Man Most Likely To..."
 by Joyce Rayburn
 directed by Henry North
 running January 30 to April 24, 1993
 Buffet: 6:00 to 6:30 p.m.
 Play: 8:00 p.m.
 Tickets: \$39.00 (+GST)
 Available at Box Office, University Centre
 824-4120, Ext. 4368 or Ext. 2113
 Gift Certificates available
THE ARBORETUM

THE TORONTO STAR Day care need 'enormous,' study says

By Andrew Duffy

Toronto Star

is just one Canadian

that has

found affordable

day care

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At Guelph

Thought for the week
Most of us can read the handwriting on the wall; we just assume it's addressed to someone else.

Ivern Ball

Re-Discover
DOWNTOWN GUELPH

University of Guelph, Guelph, Ontario

Volume 37 Number 2

Jan. 20, 1993



They're on the team

Profs. Tom Carey, left, and Ron Stoltz have been appointed new teaching co-ordinators in Teaching Support Services. See story, page 8.

Photo by Roberta Franchuk, University Communications

Food marketing firm backs FACS addition

The Oshawa Group Limited, a Canadian company with strong interests in food marketing and pharmaceutical retailing, has donated \$25,000 to support an addition to the FACS Building.

The two-storey addition, to cost \$2.44 million, will house research

laboratories and a case teaching suite for use by business programs in the fields of marketing, hospitality and tourism.

The Oshawa Group is Canada's largest supplier of franchised IGA food markets. In Ontario, the company also wholesales to Knechtel and EMA food stores and operates food chains under the Food City, Dutch Boy and Price Chopper banners. Oshawa also retails pharmaceuticals through its Pharma Plus outlets.

The Oshawa Group gift pushes pledges from alumni and corporations to more than \$1 million for the building, says development director Marilyn Robinson. Other donors include Nestle Canada Inc., J.M. Schneider Inc., Royal Bank of Canada, Cara Operations Inc., the Federated Women's Institute of Ontario, W.C. Wood Co. Limited and the Mac-FACS Alumni Association. □

\$1.2 million from province will benefit two buildings

U of G will receive more than \$1.2 million through the jobs OntarioCapital program to create jobs and improve facilities, Guelph MPP Derek Fletcher announced Jan. 15.

Fletcher said \$700,000 of the funding will be used to complete an addition to the Food Sciences Building and to carry out renovations for toxicology laboratories in the Biomedical Sciences Building.

"The University is delighted with this funding, especially since we are under such financial stress," said acting president Jack MacDonald. He said the projects chosen "had to satisfy both the needs of the government and the University." Funding conditions included the requirement that any projects be completed by the end of the fiscal year.

Guelph, along with all other Ontario postsecondary institutions, will also receive funding earmarked for specific projects. The University will receive \$518,000 under the program for renova-

tions to improve accessibility for disabled students and to improve campus health and safety.

"The University of Guelph makes a significant contribution to the economic well-being of the region," said Fletcher. "This investment... will create much-needed jobs in the Guelph region. Also, the improvement and upgrading of buildings will not only help reduce operating costs, they will enhance learning opportunities for our students."

The Food Science Building addition includes two large research laboratories, offices and other auxiliary areas that will aid research with the food industry. It is the first of three phases.

Jobs OntarioCapital is a five-year, \$2.3-billion capital program supporting jobs and economic restructuring and promoting community and social progress. The projects funded through this program will help create jobs for 10,000 people. A total of \$93.5 million has been committed through the program to postsecondary institutions. □

Three staff groups settle for 1%

by Martha Tancock
University Communications

Three campus employee groups have settled for one-per-cent salary increases for 1992/93 in contract agreements with the University.

The U of G Food Service Employees Association and the Exempt Group have accepted one-per-cent increases retroactive to May 1, 1992. And the Ontario Nurses' Association, Local 65, has accepted a one-per-cent increase in the first year of its two-year contract. All start salary negotiations for 1993/94 within the next few months.

Fiscal constraints

"I was encouraged by the outcome of negotiations considering current fiscal constraints," says employee relations co-ordinator Rosemarie McHugh of Human Resources, who negotiated with the three groups.

The Exempt Group, which represents 247 agricultural, clerical, secretarial and technical staff, settled for a one-year agreement. In addition, \$5,625 previously set aside for shift premium adjustments will be distributed in lump-sum payments to 143 members who were at or above job rate May 1, 1992. And a joint committee of Exempt Group executive members and University administration will reconvene to develop a

memorandum of agreement.

Exempt Group chair Lois Lamble of the Department of Economics says the agreement is "consistent with what other groups have been offered, and it reflects the current fiscal conditions on campus. . . . Although it is not easy to take, it's the best that we could get."

Negotiations were "frank and open," she says, and efforts will likely be made to address a growing gap between salary levels of Exempt Group members and employees belonging to the U of G Staff Association.

The U of G Food Service Employees Association ratified a two-year agreement last week. Monetary issues, however, will be renegotiated after one year. Along with the one-per-cent retroactive salary increase, the settlement contains language to reflect freedom from harassment in the workplace.

And for the first time, it gives long-term temporary full-time workers access to health, dental and life insurance benefits from May to August, when they are usually laid off. This will affect 64 association members. (Of 102 members, 38 are regular full-time and the balance are temporary full-time.)

Food association president Gary Predon of Hospitality and Retail Services says this year's negotia-

tions were productive and resolved many smaller issues concerning staff morale.

Although many food service workers weren't satisfied with one per cent, "a lot of people were just happy they had jobs," he says. "Wages were not a top priority, but job security was."

On Jan. 15, the Ontario Nurses' Association, Local 65, ratified a two-year contract effective May 1, 1992, to April 30, 1994. A one-year monetary reopener means salaries will be renegotiated for the second year of the contract.

Tuition waivers

The eight-member local will also have continued access to tuition waivers for nurses who are job sharing a regular full-time position. And, like other employee associations, the local has agreed to change its contract year to May to April from July to June. ONA contact Marg Kozak of Student Health Services says nurses were pleased with this contract. "Because of restraints, we were expecting a settlement such as this."

An agreement with the Canadian Union of Public Employees, Local 1334, is still outstanding and scheduled for conciliation Jan. 26, says McHugh. □

Inside:

- College Royal with a difference 3
- Exploring the future of OAC 3
- Bookstores compete for customers 4
- Included with this issue is an advertisement of the Investors Group.

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Simms to speak at women's lecture

Glenda Simms, president of the Canadian Advisory Council on the Status of Women, will discuss "The Challenge: Reclaiming Feminism" Jan. 28 at 8 p.m. in Room 120 of the MacKinnon Building. Simms is the third and final speaker in this year's women's studies lecture series, which is sponsored by the women's studies program.

A long-time advocate of women and minority groups, Simms was appointed president of the advisory council in 1989. Currently working on a book examining racism and sexism in Canadian society, she has written extensively on a variety of feminist, social, educational and political issues.

A native of Jamaica, Simms came to Canada in 1966 to teach in northern Alberta among the Metis and Cree. Her commitment



Glenda Simms

to Canadian aboriginal issues has continued ever since.

She is currently on leave from the faculty of education at Nipissing University College in North Bay, where she was head of the native education program from

1987 to 1989.

A founding member of the National Organization of Immigrant and Visible Minority Women of Canada, Simms served as president of the Congress of Black Women of Canada and was a member of the Canadian non-governmental delegation to "Forum '85" in Kenya.

In 1988, Simms was among the first Canadians to receive the Citation for Citizenship. She is also the recipient of the 1990 National Award from the Canadian Council for Multicultural and Intercultural Education. In 1991, she was one of the first two people inducted into the North Bay Human Rights Hall of Fame for her contributions to race relations in Canada. □

Student speak



by Scott McNichol

B of G reps sought

Board of Governors is seeking nominations for three student representatives. Two undergraduates and one graduate student are needed to serve on the board from July 1, 1993, to June 30, 1994.

All registered students are eligible, but must continue to be registered for at least two of the three semesters of their term.

B of G has overall responsibility for the government and financial management of the University.

Nominations are due Feb. 26 at 4 p.m. in the Office of the Board Secretariat on Level 4 of the University Centre. Forms are available from the Secretariat, the Central Student Association (CSA), the Graduate Students Association and college deans.

Election of the undergraduate reps will be held with CSA elections March 22 to 26; the graduate rep will be elected by mailed ballot. For more information, call Ext. 3438.

Senate positions open

Nominations for student senators for 1993/94 open Feb. 8 and close Feb. 24. The one-year Senate appointments run from Sept. 1, 1993, to Aug. 31, 1994.

Senate is U of G's top academic governing body, responsible for all educational policy. Of 179 members, 33 are students — 25 undergraduates and eight graduate students. Senate meets once a month from September to June, but its standing committees meet regularly throughout the year.

Interested students can pick up a nomination form from the Connection Desk on Level 3 of the University Centre, college deans and the Senate Office on Level 4 of the UC. For more information or an appointment to discuss Senate positions with the secretary of Senate or a student senator, call Ext. 6758 or access the student Senate conference on TCoSy.

Too soon to restructure

Now is not the best time to restructure the Central Student Association. That was the message received at a general meeting of the association Jan. 14.

CSA president Nona Robinson said opinions expressed at the meeting indicated that a number of concerns need to be addressed before a final plan to restructure the CSA can be voted on.

She said the next step will be for people to bring forth proposals, meet to discuss them and reach a compromise. Results of these meetings will be made available to any interested student during regular CSA board of directors meetings, which are held every Wednesday at 5 p.m. in UC 441.

Good representation

Student members of the new President's Task Force on Human Rights are pleased that they've received 50-per-cent representation.

"The makeup of undergraduate and graduate student representation is good," says task force member Leon Hall, a fourth-year

biological science student.

Other students on the task force are undergraduate students Sherman Maness, Fine Art; Charmaine Crawford, Political Studies; Leanne Simpson, Zoology; and Nathalie Younglai, women's studies; and graduate students Sherry Yano, University School of Rural Planning and Development; Haljit Singh, Biomedical Sciences; and Av Singh, Crop Science.

In its first four meetings, the group has dealt mainly with how the task force will function, says Hall, but members expect to start working soon on their goal of formulating policy recommendations aimed at combatting discrimination on campus.

Buses for Nicaragua

Eleven former and current U of G students are on their way to Nicaragua to deliver a bus to a street youth program in Managua. A second bus is to be picked up in Texas and delivered to Puerto Cabezas to help drive children in remote areas to school.

This is the first trip by students belonging to the Guelph chapter of a Toronto-based volunteer organization called Trucks to Nicaragua. The Ontario Public Interest Research Group (OPIRG) hosts the Guelph chapter.

Established in 1989, Trucks to Nicaragua has delivered about 25 vehicles donated through community organizations and co-operative economic development projects.

Efforts to launch a second Guelph-based trip in May are already under way. A benefit to raise funds will be held Jan. 20 at the Trasheria in downtown Guelph. Tickets are \$5 and are available at OPIRG. For volunteer information for Trucks to Nicaragua, call OPIRG at 824-2091.

Peak turns five

The first issue of U of G's student newspaper *The Peak* appeared five years ago last week.

Today, the paper is still being published by student volunteers in keeping with the original mandate to print an editorial content as free as possible from restrictions.

Long-time *Peak* columnist Mary Williams, who takes credit for giving the publication its name, helped launch the paper with former *Ontario* editor Doug Powell, current Central Student Association president Nona Robinson and several others.

Student help lauded

Acting president Jack MacDonald received a letter from the Canadian Cystic Fibrosis Foundation thanking U of G students for participating in the 1992 Shinerama campaign. About 20,000 college and university students across Canada helped raise more than \$600,000 for the foundation.

Scholarships awarded

OAC recently presented its annual Soden Scholarships to 11 M.Sc. students. Recipients of the awards were Charles Otieno, Animal and Poultry Science; Jeff Skevinton, Environmental Biology; Lisa Anderson and Yingting Gu, Landscape Architecture; Janice Baker, Food Science; Hugh Earl, Istovan Rajcan and Irena Rajcan, Crop Science; Harry Stoddart and Brian Keunen, Agricultural Economics and Business; and Christina Visser, Horticultural Science. □

Letters to the editor

Graduate dean clarifies grades

In the column "Senate News" in the Jan. 13 issue of *At Guelph*, the item headed "From B to B-" needs some clarification.

Senate approved *Graduate Calendar* changes that recognize the recent implementation of the refined grading system. In the past, the minimum University requirement for admission to

graduate studies was a B, which ranged from 70 to 79 per cent. In the refined grading system, B-, B and B+ are used rather than B. The respective ranges for these new refined grades are 70 to 72, 73 to 76 and 77 to 79 per cent.

What Senate approved Dec. 15 was changing the University admission requirements for master's programs from the old B (70 to 79 per cent) to the new B- (70 to 72 per cent), which is no change for master's applicants.

Included in the calendar changes covered by the same Senate motion was the proposal that the University admission requirements for doctoral programs be raised from the old B (70 to 79 per cent) to the new B (73 to 76 per cent). This means Senate actually raised the minimum University requirements for entering doctoral programs while maintaining

the same entry requirements for master's programs.

I should also note that many departments and schools have higher entry requirements than these. I regret that the Senate information from the Board of Graduate Studies, which I prepared, resulted in some misunderstandings at the Senate meeting.

Prof. Doug Ormrod
Dean of Graduate Studies

Letters welcome

At Guelph welcomes letters to the editor. Letters must be signed and should be submitted by Thursday at noon — on disk in WordPerfect wherever possible. For author verification, please provide a telephone or fax number. □

At Guelph

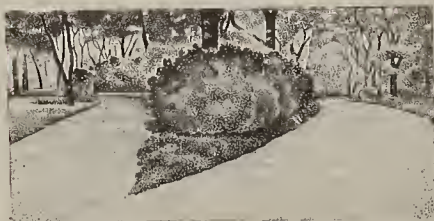
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Joint plant program held up as model for academic restructuring

by Martha Tancock
University Communications

Three years ago, when four department chairs met to map out an integrated plant biology program, they were renegades daring to climb out of departmental trenches.

Concerned about course duplication and gaps in plant-related degree programs offered separately by the departments of Botany, Crop Science, Environmental Biology and Horticultural Science, the chairs found a solution in a single co-ordinated program.

Now the program is held up as a pioneering model for academic restructuring at U of G and in Canada, says Prof. Derek Bewley, former chair of the Department of Botany and now first director of the program as of Jan. 1. It's been hailed by the University administration as "the way to go," he says.

This was the first time departments had worked together to develop a single course of study to serve them all, says Bewley. And it broke through historical college and departmental barriers.

"This was really the first breakthrough," he says. It was precedent-setting co-operation between two colleges — OAC and the College of Biological Science — that had traditionally been "antagonistic and competitive."

For Bewley, the height of



Prof. Derek Bewley

ridiculousness was the existence of two introductory botany courses — one for agriculture students and one for science students. "It was really nonsensical."

But it wasn't unique to Guelph. In their search for a more efficient delivery of plant-related courses, Bewley, Department of Crop Science chair Wally Beversdorf, then Department of Horticultural Science chair John Thompson and faculty from the Department of Environmental Biology examined similar situations at American universities.

"It was amazing what huge gaps there were in programs because individual departments had gone their own way and were not corporately responsible to students," says Bewley.

"Thinking corporately and not

locally will be part of academic restructuring," he says. The challenge will be designing courses to meet the needs of students, not departments.

The plant biology program replaces degrees formerly offered in the four departments involved. Students spend two years in a common program before they can specialize in one of six areas: botany, crop science, horticultural science, plant health sciences, plant biotechnology or urban horticulture and environment management. There are also opportunities for co-op students in most areas of the program.

As director, Bewley says his first objective is attracting students to the program.

Since it was introduced in the fall of 1991, first-year enrolment has increased 30 per cent, he says. About 1,000 students have signed up for the introductory courses in 1992/93, but he won't know whether these will translate into plant biology majors for another few years. Still, he's confident that "we're going to attract more into the program."

Bewley would also like to see more co-operation among plant-related departments in graduate programs. And he considers the plant biology program a prototype that could be used to streamline courses in the life sciences, which are scattered among many departments. □



College Royal president Chris Clement wants to involve the entire University in open house weekend.
Photo by Roberta Franchuk

College Royal gets new look for 1993

by Roberta Franchuk
University Communications

College Royal discovers the difference this year with a focus on all the colleges, more participation from faculty and staff and a greater emphasis on the campus-wide open house.

The changes to the 69-year-old event are designed to showcase the University as it is now, says College Royal president Chris Clement, a fourth-year physics and computing science student. Reflecting this goal is this year's theme, "Discover the Difference."

College Royal '93 kicks off March 4, followed by a week of student activities and culminating in the open house March 13 and 14. More than 30,000 visitors are expected to visit campus for tours and displays throughout the weekend.

This year's open house will emphasize the entire University community, says Clement. All colleges will receive equal attention, broadening the focus from the traditional areas of agriculture and veterinary medicine.

Although College Royal remains a student-organized event, faculty and staff are encouraged to participate. Faculty may take part in a lecture series during the week of College Royal or give short presentations on general topics, academic programs or research activities during the open house. Mock classes and tours of research facilities will also bring faculty and staff into the picture.

This year for the first time, the open house will coincide with Campus Days, the annual visit by about 2,000 high school students from across the country.

The liaison office in the Office of the Registrar is working with the College Royal executive to co-ordinate tours and displays so incoming students can see the entire range of activities at U of G, from classes and research to athletics and clubs.

Making events easier to find is

also a goal for the organizers. Events will be clustered at spots around campus, including OVC, the University Centre and the athletic buildings. Signs will be prominent, and special trails will be marked to entice visitors interested in specific themes such as agriculture or children's activities. The executive also hopes to involve the library for the first time in open house weekend.

The University Centre will play a central role in the restructured open house. A stage in the courtyard will feature ongoing presentations by clubs as well as the student performances of Talentfest. The emphasis is on active exhibits that attract visitors' attention, says Clement.

The events and competitions that occur throughout the week will be restructured, with the egg-drop contest and the public-speaking, cake-baking and judging competition being eliminated and new events such as a pancake flip and tug-of-war added.

This year's "Curtain Call" will feature a presentation of the musical *Grease*, rather than the usual student-written skits. □

Telling it like it is

Agriculture industry talks about future of OAC

by Mary Dickieson
University Communications

There were no shrinking violets at the College Inn last month when more than 40 people from the agriculture industry got together to talk about the future of OAC.

Invited by the OAC Alumni Association, they represented various sectors of the agri-food industry, including farmers, government extension workers, corporate executives and the self-made people who've turned agriculture into agribusiness.

They didn't come to Guelph to applaud OAC for its past successes, but to tell administrators what they expect from the college in the future. The goals they set are lofty ones — the best is none too good. But they left no stone unturned, going as far as recommending prerequisites for student admissions and faculty hiring policies.

Global perspective

Delegates to the two-day workshop looked at teaching, research and extension and identified several issues for University administrators to consider as they deliberate the future role of OAC. Many reiterated the comments of other alumni and employers consulted by the college in the past two years. And some of these concerns — the need to give students a global perspective, to develop better communication and leadership skills and to confront the cultural and ethical dilemmas facing agriculture — are already being addressed by OAC's Visions '95 initiative.

Introduced last fall, Visions '95 focuses specifically on the B.Sc.(Agr.) degree program. The current program and courses associated with it will be discontinued in 1995 and replaced by a new curriculum that will stress personal skill development, multidisciplinary and integrative teaching, practical work experience and exposure to professional issues and ethics, while still providing appropriate technical training and encouraging students to become lifelong learners.

Delegates to the alumni association workshop

looked not only at educational programs, but also at research and extension activities. In all areas, they encouraged a team approach, better communication with industrial clients and consumers, a global perspective, more emphasis on accountability, rewards based on achievement, a higher profile for marketing skills and, at all times, a consideration for ethical and environmental concerns. Delegates to the alumni association workshop recognized that OAC's client base has expanded dramatically over the years to include not only farmers, but also the processors who add value to raw products, those who sell them and those who buy them.

One delegate noted that the problem facing today's agri-food industry is not feeding the nation, but satisfying its whims. He quoted agricultural economists who predict that by the end of the century, 50 per cent of the U.S. corn crop will consist of specialty varieties, developed with consumer needs in mind.

Must be flexible

Delegates saw the need for a more commercially driven research program and said that both the college and its graduates must be flexible and creative to stay in the foreground of change.

Some said OAC suffers along with the industry from a public image of farming and food production that hasn't caught up with reality. While not its primary function, the college has a role to play in changing that image and in communicating the relationship between a healthy agricultural industry and a healthy environment, delegates said.

A written report from the two-day think tank will be forwarded to OAC Dean Rob McLaughlin in mid-February. Everitt Biggs, president of the OAC Alumni Association, noted that this exercise was in support of University deliberations on the future of OAC and suggested the alumni association may hold future workshops to help maintain a dialogue between the college and the agri-food industry. □

Who are the top teachers?

The Ontario Council of University Faculty Associations (OCUFA) is looking for the top teachers and academic librarians in the province.

Nominations for the 1992 OCUFA awards for teaching and academic librarianship must be submitted by March 15 to the Awards Committee, 27 Carlton St., Suite 400, Toronto M5B 1L2.

Nomination guidelines are available from the U of G Faculty Association, Ext. 2126. For more information call 416-979-2117. □

Customer service goal of U of G Bookstore

Stories by Roberta Franchuk
University Communications

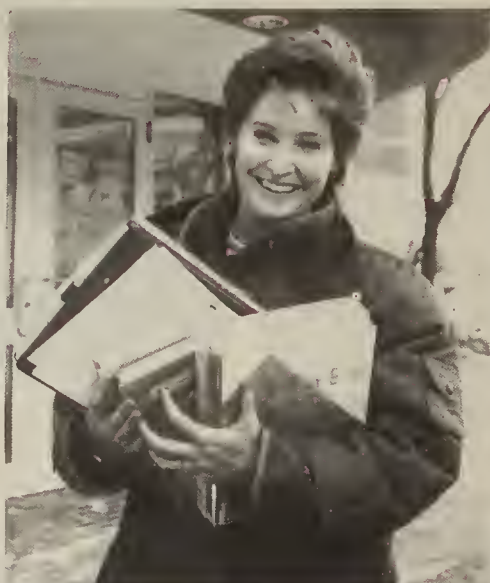
Changes to the University-run bookstore since it became part of Hospitality and Retail Services have focused on service.

The store is in the business of selling textbooks and serving customers, says Garry Round, director of Hospitality and Retail Services. The store's \$5.35-million budget is aimed at breaking even, he says, and it's well on its way to doing that in 1992/93.

The bookstore has had a turbulent recent history, with the University taking over the space and inventory from the Campus Co-operative in 1989. After being run for 14 months as a separate unit, it was placed under the management of Hospitality and Retail Services in July 1991, as recommended by the internal review.

Since then, Round, the managers and staff have worked to increase efficiency and service in the store. The layout was reorganized with the help of consultants from both commercial and institutional bookstores. The changes were aimed at reducing lineups and shortening the time students needed to find their texts, while providing an attractive retail book section and a revamped computer store, Round says.

A new sales system was added to allow inventory to be kept up to date as sales were made. Using



Loading up with another semester's supply of books is third-year agricultural business student Leanne Whitmore. Photo by Roberta Franchuk

Express Cards, students can also take advantage of the book-picking program to have staff find and package their texts ready for pick-up. A new hassle-free return policy has also been developed.

The U of G Bookstore differs in two significant ways from most other institutional bookstores in Canada, says Round. First, it has on-campus competition in the form of the Campus Co-op Bookstore, which keeps staff and management from becoming complacent, he says. Second, it doesn't sell clothing. Other bookstores use clothing sales to offset operating expenses from book sales.

A Bookstore Committee reports to Round regularly on problems or

concerns with the store. The committee consists predominantly of students because they are the store's main customers. Efforts have also been made to rebuild bridges with faculty that were damaged during the recent shakeups, says Round. The Department of Fine Art, for example, was consulted about the art supply section.

The financial goal of the store is just to cover its costs, he says. Any profit made in the operation would be returned to the general University revenue or would go back to Hospitality and Retail Services to cover future operating expenses or the costs of renovations. □

Co-op bookstore on its way to breaking even

The Guelph Campus Co-operative's Bookstore has been exceeding expectations since it opened its doors in the basement of Johnston Hall in September.

The business has pulled in more than \$250,000 in that time, says co-op general manager Eric Martin, and things look promising for meeting the first-year break-even figure of \$600,000.

The store's total space is only 1,200 square feet, so Martin and bookstore manager Debbie McKay researched ways to make the most of it. After visiting other co-operative and university bookstores in early 1992, they finally found a format that worked.

Under their system, it's employees, not customers, who do the searching for texts. Students present a list of their courses; staff collect the texts from the storage area.

During the September rush, the store employed 27 people, mostly students working part time. In peak hours, the longest a student had to wait — from entering the store until leaving — was 10 minutes, says McKay.

Books are priced competitively with those in the University-run bookstore, says Martin, and some texts are cheaper.

The store also offers customers the chance to become members in the Campus Co-operative. A \$2 annual membership brings various advantages, including a share of any profits. So far, more than 800 memberships have been purchased.

The store stocks undergraduate and graduate texts for all colleges except OVC. Martin says initial

stock orders were placed on the assumption that most students using the store would be those in the geographically closest colleges, Arts and Social Science, with OVC students unlikely to make the trip across campus. But fall sales to science students were higher than anticipated, forcing the store to reorder some texts.

On the whole, however, few changes need to be made to the store's system, he says. Order quantities will be refined, and the managers are looking at ways to buy and sell used texts.

The managers hope January sales will be higher than September's, says McKay. "A lot of students who weren't aware of us in September perhaps are now. People have been coming in to see what we're all about and saying they'll be back."

The co-op's bookstore has had a long and sometimes tumultuous history on campus. First opened in 1913 by OAC students, the store underwent various incarnations until 1989, when the Board of Governors voted not to renew the lease on the store's location in the MacNaughton Building and to take over operation of the store. The co-op launched a \$5.5-million lawsuit against the University, which was settled out of court in January 1991. The two groups agreed to allow the store to reopen in the space the co-op already leased in Johnston Hall.

There were few obstacles to opening the store, says Martin. "Things went really well, everyone on all levels co-operated and the store opened on time. We're really pleased." □

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Our people

Chief librarian John Black has been elected vice-president and president-elect of the Association of Research Libraries. The first Canadian to hold the one-year

position, he will assume the presidency in October. The association represents the interests of 119 research libraries in North America.

Prof. George Bubenik, Zoology, spoke on "Morphology of Antler Velvet in Cervidae" at the International Conference on Deer in Shanghai. He also travelled to Sapporo, Japan, to speak on "Neuronal and Hormonal Regulation of Antler Cycle" at the Deer Biology Symposium and on "Localization and Physiological Significance of Gastrointestinal Melatonin" at the School of Medicine in the University of Hokkaido.

Prof. Hans Bakker, Sociology

and Anthropology, spoke on "Bajo Resettlement" at the Guelph-Wageningen Integrated Rural Development Meeting in Costa Rica in August. During the fall, he spoke in Vancouver on

"Human Rights in Indonesia" at the Canadian Council for Southeast Indian Studies meeting and on "Negara and Urban Settlements" at the Centre for Human Settlements. □

Graduate news

The final M.Sc. examination of George Schaffer, Botany, is Jan. 21 at 1 p.m. in Axelrod 309. The thesis is "Assessment of the Overwintering Survival of Intra-Radical VAM Fungi in Field-Grown *Glycine Max* (Soybean) Root Pieces." The adviser is Prof. Larry Peterson.

The final D.V.Sc. exam of Michael Slana, Population Medi-

cine, is Jan. 26 at 1:30 p.m. in OVC Learning Centre 1713. The thesis is "A Study of Growth and Its Association with Reproductive Performance and Production in Holstein Dairy Heifers." The adviser is Prof. Ken Leslie.

Interested members of the University community are invited to attend. □

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Research report



Prof. Carlton Gyles is working on methods to spot bacteria more quickly in ground and deboned meat.

Photo by Sherry MacKay, Office of Research

Laboratories unite to detect food bacteria faster, more accurately

by Steve O'Neill
Office of Research

An industry-led summit on food bacteria has sparked a two-year study by U of G researchers to create faster and more accurate ways of detecting bacteria.

In co-operation with Mississauga's Caravelle Foods and Agriculture Canada, a research team headed by Prof. Carlton Gyles, Veterinary Microbiology and Immunology, is designing better sampling methods to spot bacterial contaminants in ground and deboned meat, popularly used in commercial beef patties.

Among the safest

"Canada's food supply is among the safest in the world," says Gyles, "but there can always be improvements, and better sampling means better meat and products for consumers."

Particular emphasis is being placed on the bacterium verotoxinogenic *Escherichia coli* (VTEC), which can exist in improperly prepared meat and other food products, but is not yet covered by government guidelines.

First detected in 1977 by Health and Welfare Canada scientists, VTEC has been blamed for two food-poisoning incidents in Ontario. In August 1985, 19 residents of a London home for the elderly died, evidently after eating tainted meat. Eight months later in Sarnia, several students became seriously ill after drinking unpasteurized milk on a school trip.

Caravelle Food's Ron Usborne, a former U of G faculty member and researcher, hosted a recent

round-table meeting with other scientists to discuss ways of detecting the VTEC bacteria.

"That meeting was a good example of industry taking the initiative to help prevent disease," says Gyles. It also attracted the attention of Agriculture Canada and eventually helped launch the current project.

The research itself is highly co-operative and interdisciplinary. Caravelle is providing physical facilities, technical support and raw product for examination at various stages of processing by researchers at U of G, Agriculture Canada and the Ontario Ministry of Agriculture and Food.

"This joint effort is integral to the project," says Gyles. "Combining the efforts of various researchers and labs gives us a very broad perspective."

Researchers are hopeful that the impact of this study will be far-reaching, he says. "The implications should go far beyond VTEC. Better sampling methods will be applicable to the detection of all bacteria."

Gyles lauds Caravelle for its proactive role in the project. "It's important for the University of Guelph to have opportunities like these to link with industry, to transfer our technology to their resources to benefit the public." □

Office of Research deadlines

Applications must be submitted by Jan. 31 for:

- Ministry of Transportation and Communications highway safety research grants.
- Canadian Scandinavian Foundation scholarships and grants.
- Due Feb. 1 are applications for:
 - Environment Canada's Canadian Wildlife Service Funds.
 - Fitness and Amateur Sport applied sport research grants.
 - Ministry of National Defence postdoctoral awards.
 - The Canadian Paraplegic Association/Alberta Paraplegic Association — Rick Hanson Man in Motion Legacy Fund spinal cord research grants, fellowships and student awards.

- Alcoholic Beverage Medical Research Foundation research grants, new researcher award, data analysis grants and grants-in-aid.
- National Cancer Institute career appointments, training and study awards, studentships, fellowships, career awards and personnel support, Terry Fox Research Fellowships and cancer research scientists.
- Sigma Xi small research grants for students.
- U.S. Department of Health and Human Services research grants and renewals.
- Natural Sciences and Engineering Research Council's Women's Targeted Undergraduate Student Research Award. □

Organic growers to discuss farming systems research

The 12th annual Organic Agriculture Conference, to be held on campus Jan. 29 and 30, will feature an academic symposium on "Integrated Farming Systems Research Methods." The symposium will be held Jan. 29 from 1 to 5 p.m. in Room 103 of the University Centre.

Speakers will include Hubert Spiertz of CABO-DLO in the Netherlands, W.W. Heck of North Carolina State University's air quality program and Herman Felstehausen of the School of Natural Resources at the University of Wisconsin-Madison.

The conference is sponsored by the Canadian Organic Growers, the Ecological Farmers Association of Ontario, Guelph Agricultural Alternatives, the Organic Crop Improvement Association of Ontario, the Society for Biodynamic Farming and Gardening, the Ontario Ministry of the Environment and the Ontario Ministry of Agriculture and Food (OMAF). A trade show of about 25 exhibits will be set up in the University Centre courtyard.

Following the symposium, a public forum on meeting consumers' organic choices will run from 7:30 to 8:30 p.m.

On Jan. 30, the conference will

offer workshops on a variety of topics, including biodynamic farming, community-supported agriculture, rotation, composting and marketing.

To register for the symposium, call Prof. Ann Clark, Crop Science, at Ext. 2508. For more information about the conference, call Hugh Martin of OMAF at 1-631-4700. □

URIF cuts competition in January

The University Research Incentive Fund competition scheduled for Jan. 31 has been cancelled. The Ministry of Colleges and Universities says funds allocated for 1992/93 were spent in the June and October competitions. Results of the October competition are not yet available.

The Office of Research expects there will be a spring competition with a deadline of May 31. Faculty will be informed of the deadline when it is confirmed. □

Funding opportunities

Health training

The National Health Research and Development Program provides training awards for highly qualified individuals who wish to pursue research careers in public health or health-care services in Canada in academic or institutional settings.

Information on new application forms, eligibility and funding is available from the Office of Research in the Reynolds Building, Ext. 6927. The deadline date for applications is Feb. 15.

Third competition

The Natural Sciences and Engineering Research Council (NSERC) and Social Sciences and Humanities Research Council (SSHRC) have announced a third competition in the program Chairs

in the Management of Technological Change for the summer of 1993.

Deadline for applications is July 1. For advice on preparing proposals, call NSERC at 613-996-4993 or SSHRC at 613-992-5145.

Marketing research

The Marketing Science Institute (MSI), which initiates, supports and disseminates leading-edge studies by academic scholars, has published *Research Priorities 1992-1994*, a list of research topics that sponsors of the institute have selected for funding.

Copies of the publication are available from MSI at 617-491-2060, fax 617-491-2065. □

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Three-bedroom bungalow with private basement apartment, adjacent to schools and near bus stop, family preferred, available March 1, \$1,050 a month plus utilities, Ext. 2678 or 763-6534.

One-bedroom furnished apartment in house, private entrance, central air, new appliances, laundry facilities, parking, non-smoker, available Feb. 1, \$540 a month inclusive, 766-9353.

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Washer/dryer, student's desk, Sears Craftsman router, metal shelving, electric lawnmower, patio furniture, stereo stand, other miscellaneous items, 837-2226 after 5 p.m.

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Classifieds is a free service available to U of G staff, faculty, students and alumni. Items must be submitted in writing by Thursday at noon to UC Level 4. For more information, call Ext. 6581.

Guelph 2000

OUR FUTURE IS GREEN

Guelph 2000 is a recently formed community initiative project whose primary focus is to help citizens of Guelph make their community a model of resource conservation and waste reduction, ensuring ecological health for future generations.

Guelph 2000 is currently seeking to fill the positions of Manager and Office Manager. These appointments will extend until Dec. 31, 1993.

Position: Manager - Guelph 2000

Reporting directly to the Guelph 2000 Board of Directors, the primary role of the Manager is to coordinate and manage all aspects of the community initiative project, Guelph 2000. The position will be located in the Guelph 2000 office at 90 Yarmouth Street.

Education: Graduate of post secondary institution; preferably specializing in marketing, business administration or related studies.

Qualifications: Minimum of 2 to 3 years of post-graduate business experience, preferably in an environmental field, with experience in energy and water conservation and waste reduction. Experience working with community organizations would be an asset. Must be capable of communicating effectively and working well with the public and the media. Must be a self-starter and be able to work independently. Must have demonstrated project management skills including good reporting, budgeting and organizational skills.

Position: Office Manager - Guelph 2000

This position reports to the Manager, Guelph 2000. The primary role is to administer the Guelph 2000 office located at 90 Yarmouth Street.

Education: Graduate of post secondary institution.

Qualifications: Post-graduate experience, preferably in an environmental field. Computer experience is required, including familiarity with word processing, spread sheets, and accounting software. Marketing skills are an asset. Must be capable of communicating effectively and working well with the public. Must be a self-starter and be able to work independently. Good interpersonal skills are desirable.

Applications for these positions will be accepted until January 29th, 1993. Please state salary requirements.

Submit your resume to:

Guelph 2000
Attn: Karen Farbridge
90 Yarmouth Street
Guelph, Ontario
N1H 4G3

Play kicks off development conference

Development aid goes on trial Jan. 22 in a play called *Murder on the Development Express*, one of several events planned around International Development Week Feb. 1 to 7.

The audience becomes the jury at the end of the one-hour play, produced by the Ontario African Working Group and written by its former co-ordinator Michelle Wan. It begins at 8 p.m. in lower Massey Hall.

Lectures, training workshops and cultural immersion are among other events taking place over the next few weeks. Planned by students and International Education Services (IES) staff, some are open to the public and some are limited to invited or registered participants.

Increase awareness

The Canadian International Development Agency (CIDA) promotes the annual week — and has sponsored one of Guelph's conferences — to increase awareness of life in developing countries.

The CIDA-sponsored conference on "Working in Development" runs Jan. 23 and is fully booked with 100 registrants, says Cheryl Hanson, who co-ordinated the biannual event with fellow international development students Brenda Parlee and Jeff Hutton.

Although the conference is booked, an evening gathering for participants at the Albion upstairs is open to the general public. Organized by Trucks for Nicaragua, the evening costs \$3 for waged entrants, \$2 for non-waged.

Tonight, the International Development Club stages a wine-and-cheese career night beginning at 8 p.m. at the Guelph International Resource Centre, 155 Suffolk St. W. This follows the club's monthly meeting at 5 p.m. in Room 312 of the MacKinnon Building. The club also plans to show a video at its Feb. 3 meeting during International Development Week.

On Jan. 28, a workshop entitled "Is Development for You?" will help participants identify the skills they possess and need for development work. Organized by Lynne Mitchell of IES and rural extension student Marie Tyler, the two-hour session begins at 5 p.m. in Room 332 of the University Centre and costs \$4.

On Feb. 1, students in International House are serving the "World on a Plate," a feast of food, music, costumes and customs of 15 countries, to 300 invited guests. The annual two-hour event in Watson Hall is meant to promote interaction of students, faculty and staff in an international setting, says International

House program director Mary Sue Malouhney, a graduate student in political studies.

On Feb. 2, IES will launch an orientation package for students travelling and working overseas during CUSO's noon-hour "Our World" series in UC 442. Developed by international development students Sheila Gruner and Tanyss Horsley, the package contains student-supplied information about adapting to different cultures, professional behavior, finances, travel documents, health tips and safety.

Resource guide

It lists professors who have travelled abroad, resource centres and a bibliography for those who want to find out more. The 40-page booklet will be supplied free to semester-abroad students and will be available to others for a small fee.

At a workshop Feb. 4, two graduate students will train those who might be working on development projects or research abroad to recognize gender issues. The workshop is open to students and conducted by Clare Wasteneys, Rural Extension Studies, and Kathy Marshall, University School of Rural Planning and Development, in UC 334 from 9 a.m. to noon. Cost is \$4. □

Human Resources report

Appointments

Prof. Brian Calvert has been appointed chair of the Department of Philosophy for a five-year term.

Thomas Kehn has changed employment from technician to supervisor of undergraduate laboratories in the Department of Physics.

Ken Koots has been appointed analyst II in the Department of Animal and Poultry Science.

Andrew MacPherson and Jeff Walker have been appointed analysts I in Computing and Communications Services.

Nonita Yap has joined the probationary faculty of the University School of Rural Planning and Development.

Job opportunities

As of At Guelph deadline Jan. 15, the following opportunities were available:

Agricultural Mechanic, Research Station Services, contractually limited from March 29/93 to

March 29/94. Normal hiring range: \$13.81 to \$15.42 per hour.

The following was available to on-campus employees only:

Cash Control Clerk, Hospitality/Retail Services. Salary range: \$13.17 minimum; \$16.46 job rate (Level 5); \$19.76 maximum.

It is the University's policy to give prior consideration to on-campus applicants.

Sports shorts

This column is provided by the Department of Athletics. For information about campus athletic programs, call Ext. 2216.

On Jan. 24, the W.F. Mitchell Athletics Centre will be transformed into a wrestling arena as schools across Canada and the United States compete at the Guelph Open Wrestling Tournament.

Guelph's team consists of many talented first-year students and seasoned veterans, including Rick

Conference facilitator positions are available for the summer through Conference Services. Facilitators work with conference groups and on-campus departments to plan and organize conferences. Applications are due Jan. 29 and are available through Conference Services in Maritime Hall or the North Area Residence Office in Lambton Hall. □



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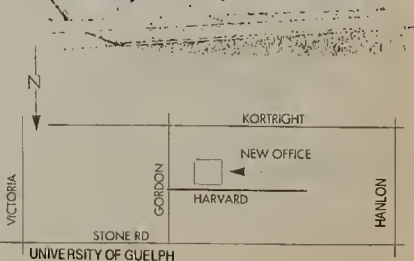
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Notices

Teaching teachers

Workshops for faculty, staff and graduate students are available through Teaching Support Services. This semester's workshops include discussions of instructional videos, academic misconduct and faculty roles and rewards. Watch the *At Guelph* "Calendar" for times and dates. For more information or to register for the workshops, call Helen Martin at Ext. 2427.

Zavitz reception

The closing reception of a group exhibition by master's of fine art students is Jan. 22 at 4 p.m. in the Zavitz Hall Gallery. The works are by the candidates chosen for the MFA program.

The fitness challenge

The Wellness Centre offers students and staff a chance to take the Fitness Challenge 1993. The challenge features a personal consultation with a trained Wellness Centre peer helper about your exercise and activity, plus an optional analysis of your diet. To join the challenge, call the centre at Ext. 3327.

At the opera

The U of G Alumni Association is sponsoring a trip to a performance of *Popera*, a showcase of opera highlights being presented by Opera Hamilton and the *Hamilton Spectator* Jan. 30. The evening begins with a reception at 7 p.m. at Piano Nobile in Hamilton, with the performance at 8 p.m. at Hamilton Place. A special discount is available for U of G alumni. For tickets, call Ext. 6963.

Business forum

"Business Opportunities in Post-Communist (Eastern) Europe" is the topic of a free forum Jan. 23 at 1 p.m. in Peter Clark Hall. Hosted by AIESEC, an association of economics and commerce, the forum is open to all U of G students, faculty and staff and members of the business community. For more information, call Ext. 8196.

Whoooo goes there?

It's the Night Stalkers' Owl Prowl! Arboretum staff lead an extensive outdoor look at the behavior and adaptations of owls Feb. 6, beginning at 7 p.m. Cost is \$2.50 for adults, 75 cents for children. Register at Ext. 2113.

Show and tell

The annual Instructional Show and Tell conference runs May 25 and 26 at U of G. Teaching

Support Services (TSS) is looking for proposals for demonstrations and presentations on teaching and learning innovations. Send abstracts and proposals by Feb. 12 to Les Richards at TSS, Ext. 3106.

It's Arboretum Day!

Celebrate winter with The Arboretum Feb. 7. The day features nature walks at 1 and 2:30 p.m. and a concert by the Playford Players at 3:30 p.m. Concert admission is \$3.

Hit the slopes

Alumni Ski Day at Horseshoe Resort is March 15. The day features specially priced alumni hotel rooms, discounted lift tickets and lessons, a barbecue and apres ski party, races, cross-country skiing and free skiing for kids. For more information, call Ext. 6963.

Theatre in the Trees

The Arboretum presents the English comedy *The Man Most Likely To...* Jan. 30, Feb. 6, 20 and 27, March 6, 13 and 27, and April 3, 17 and 24. Doors open at 6 p.m., the buffet is at 6:30 p.m. and the show begins at 8 p.m. Tickets are \$39 per person. For information, call Ext. 2113. For tickets, call Ext. 4369.

International forum

The office of the international student adviser is presenting a series of open forums to discuss topics that affect international students, their friends and families. Forum topics include family reunification, interracial marriages and social integration. Meetings are at noon in the University Centre. Check the "Calendar" for details.

From seeds to trees

The Arboretum is again offering its "Growing Native Trees from Seed" workshop this winter. Aimed at people interested in growing ecologically sensible trees, the one-day workshop is offered Feb. 2, 4, 11 and 13 at the Hilton Centre on College Avenue. Cost is \$85. To register, call Ext. 2113.

Solidarity Day

Jan. 31 is International Day of Solidarity with the People of Guatemala. To help plan activities, International Education Services on Level 4 of the University Centre has a kit that includes background information on the situation in Guatemala and details of the current peace process and negotiations.

Calendar

Thursday, Jan. 21

Concert - Luc Beausejour and Francis Colpron headline the Department of Music's first noon-hour concert of the semester with music for the harpsichord and recorder. Performances are at 12:10 and 1:10 p.m. in MacKinnon 107. Macdonald Stewart Art Centre - Two new shows open at 8 p.m. - "Carel Moiseiwitsch: Siren" and "Misfit Lit: Contemporary Comic Art." At 7 p.m., a panel discussion of comic art will be held in the basement of War Memorial Hall.

Friday, Jan. 22

Nutritional Sciences Seminar - Hans-Michael Dosch of Toronto's Hospital for Sick Children describes "Nutritional Triggers of Insulin-Dependent Diabetes Mellitus" at 11:10 a.m. in Animal Science and Nutrition 141. Teaching Workshop - Teaching Support Services presents "Our Classrooms: Gathering Faculty Perspectives" at 1 p.m. in Animal Science and Nutrition 141. Evolution/Systematics Seminar Peggy Tripp-Knowles of Lakehead University discusses "Masculine Bias in Evolutionary Biology: Is it a Serious Problem?" at 3:10 p.m. in Animal Science and Nutrition 141.

Saturday, Jan. 23

Dance - The U of G Child-Care Centre is staging a fund-raising dance at 8 p.m. at The Loft on Carden Street. Admission is \$7.50 per person, \$13 per couple. For tickets, call Ext. 2682.

Sunday, Jan. 24

The Arboretum - When the weather is cold, what animals are still out and about? Find out in a "Voyage Under the Ice" on the Sunday afternoon walk, leaving the nature centre at 2 p.m.

Monday, Jan. 25

Blood Donor Clinic - The Red Cross will run a blood donor clinic from 10 a.m. to 3:15 p.m. in Peter Clark Hall. International Student Forum - Family reunification is on the agenda at the noon-hour open forum in UC335. Speaker is international student adviser Don Amichand. Human Biology Seminar - Prof. Bruce Holub, Nutritional Sciences, describes "New Strategies for Dietary Prevention of Heart Disease: Modification of Non-conventional Risk Factors" at 4:10 p.m. in Human Biology 212. The Arboretum - The second session in the series "A Practical



Pianist Emily White performs at the Jan. 28 noon-hour concert.

Approach to Home Gardening" gets the real dirt with "Healthy Soil: The Base of Your Garden" at 7:30 p.m. at The Arboretum Centre. Cost is \$12. Call Ext. 2113 or 2358 to register.

Tuesday, Jan. 26

Lecture - "How Do I Kill Thee? Let Me Count the Ways!" is the topic of Prof. George Barron, Environmental Biology, 1992 recipient of the Guelph Sigma Xi's excellence in research award. The talk begins at 4:10 p.m. in Landscape Architecture 204.

Wednesday, Jan. 27

VMI Seminar - The Department of Veterinary Microbiology and Immunology kicks off its 1993 seminar series with a discussion of "Defence Mechanisms in Bovine Mastitis" by J.S. Cullor of the University of California, Davis. The talk begins at 10 a.m. in OVC Learning Centre 1715. Concert - The UC courtyard hosts the contemporary dance of Ballet

Jorgen at noon. Admission is free. Plant Biology Seminar - Gerry Walker of the University of Tennessee explores "Population Ecology of Northern White Cap Cedar in Its Southern Disjunct Range" at 3:30 p.m. in Axelrod 117.

Thursday, Jan. 28

Concert - Pianist Emily White performs in the Department of Music's noon-hour concerts at 12:10 and 1:10 p.m. in MacKinnon 107. Admission is free. Teaching Workshop - "Creating and Using Instructional Videos" is discussed at noon in Richards 124. Women's Studies Lecture - Glenda Simms, president of the Canadian Advisory Council on the Status of Women, speaks on "The Challenge: Reclaiming Feminism" at 8 p.m. in MacKinnon 120. Admission is free.

Friday, Jan. 29

Nutritional Sciences Seminar - "Dietary Fat Regulation of Hepatic Gene Expression" is outlined by Donald Jump of Michigan State University at 11:10 a.m. in Animal Science and Nutrition 141. Concert - Moxxy Fruvous returns to Guelph for a concert at 8 p.m. in War Memorial Hall. Tickets are \$14 general, \$12 for U of G students, and are available at the UC box office.

Sunday, Jan. 31

The Arboretum - Explore the nature reserve during the Sunday afternoon walk, leaving the nature centre at 2 p.m.

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Worship

Catholic mass is celebrated Sunday at 10:10 a.m. in Thornbrough 164, Monday and Tuesday at 12:10 p.m. in UC 533 and Thursday and Friday at 8 a.m. in UC 533.

The Open Door Church (Anglican/United/Presbyterian) runs Sunday at 11 a.m. in UC 442.

Midweek - A Time with God provides an opportunity for reflection and meditation Wednesday at 12:10 p.m. in UC 533.

The Student Christian Movement meets Tuesday at noon in UC 335.

The Lutheran Student Movement meets Friday at noon in UC 444. □

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THE ARBORETUM

New TSS team shoots for better teaching

by Roberta Franchuk
University Communications

There's a new team at Teaching Support Services (TSS) ready to change the teaching culture of the University.

Experience and enthusiasm are the trademarks of Prof. Tom Carey, Computing and Information Science, the new instructional development co-ordinator, and Prof. Ron Stoltz, Landscape Architecture, new teaching support co-ordinator. They both describe their jobs as sharing enthusiasm, a love of learning and a love of teaching with faculty across campus.

Until this year, only the position of instructional development co-ordinator existed in TSS — most recently held by Prof. Joe Cunsolo, Mathematics and Statistics. That position has now been redefined, with some responsibilities added and others shared by the new teaching support co-ordinator.

Demands on faculty

The reason? "Times have changed," says Prof. Tammy Bray, acting associate vice-president, academic.

"There are so many things that need to be done to respond to societal demands on faculty and the institution," says Bray. "For example, faculty need to balance research and teaching. We need to implement our learning objectives, develop the teaching dossier, internationalize our curriculum, develop electronic linkage of classrooms, extend our distance education program, etc. We have two excellent faculty who have different strengths and talents to meet the new challenges."

The co-ordinators will be serving three-year terms while sharing their time with their departments. "I am very grateful to the deans and chairs who share their faculty so that we can increase our commitment to excellence in teaching and learning without additional resources," says Bray.

"(This) is a strong statement that the departments recognize the importance to the University of their teaching initiatives."

University of their teaching initiatives."

Carey brings to his appointment experience in balancing strong research and teaching interests in his 18-year career at U of G. He is best known on campus for research investigating the interactions between people and information systems, much of it in collaboration with companies like IBM Canada and Eastman Kodak.

Developing curriculum

In parallel, he has been involved in developing curriculum resources within and outside the University. Most recently, he developed and co-taught the AKADEMLA "Computers and Thought" course, and is the Canadian representative on the human-computer interaction education subgroup of the International Federation of Information-Processing Societies.

"I hope to share my experience with others to encourage people to balance a strong commitment to both teaching and research," he says.

Carey's responsibilities as co-ordinator focus on developing instructional resources. Sharing innovations in teaching, promoting scholarly activity, putting the University's learning objectives into action and fostering information technology in instruction will all be part of his job.

Stoltz is an experienced teacher with an international reputation in instructional development and curriculum design. He is past president of the Council of Educators in Landscape Architecture.

He has also worked with his school's extensive international study programs and is chair of the Board of Undergraduate Studies subcommittee on study abroad and exchange programs.

Stoltz's teaching and research are focused on environmental design, which explores the interactions between humans and the environment.

Learning how to teach well was a difficult process for him, he says, because there was

little emphasis on helping new faculty gain teaching skills when he began 18 years ago. In his new position, he will be able to act as a mentor to new faculty, passing on the skills he has learned from an early association with instructional experts and "helping people so they don't repeat the errors I made."

As teaching support co-ordinator, Stoltz will work with pre-tenured faculty to help them develop instructional skills and strategies, because most new faculty come to campus with little teaching experience. He will also encourage faculty to develop a teaching dossier. In addition, he will share his experiences in the internationalization of curriculum.

Demystifying teaching is an important goal for the new co-ordinators, says Bray. Some faculty are unfamiliar and uncomfortable with new strategies and approaches to teaching. Stoltz and Carey can help them find the resources they need, saving them time and energy and sparing them frustration, she says.

"This kind of faculty involvement is the essence of the collegial model that we have always used for the development of teaching at Guelph," says Don McIntosh, director of TSS. "The University's goals for improving teaching and learning will also get a boost from the new co-ordinators."

More accessible resources

The resources of TSS will soon be more accessible to faculty when most of its services are consolidated in Day Hall next to Raithby House.

The new co-ordinators will also help guide and support these services, including Classroom Technical Support and the Instructional Support Group.

Bray has also announced the continuing appointment of Prof. Trevor Dickinson of the School of Engineering as co-ordinator of the certificate program "University Teaching — Theory and Practice," a two-semester offering for graduate students and postdoctoral fellows.

Co-ordinators named for 1994/5 Paris semesters

Prof. Ray Hathorn, French Studies, has been named co-ordinator of the 1994 Paris semester. Prof. John Burton, Animal and Poultry Science, has been appointed 1995 co-ordinator.

The search for the 1996 co-ordinator will begin this fall.

Since its inception in 1988, the Paris semester has been co-ordinated by faculty from the departments of Psychology, Consumer Studies, Mathematics and Statistics, and Sociology and Anthropology.

Around town

Big Brothers bowl

The annual Big Brothers Bowl for Millions is looking for sponsors. Call Big Brothers at 824-5154 for information on how to sponsor a bowler for the events Feb. 6 and Feb. 13.

GAC draw Jan. 24

Tickets are still on sale for the Guelph Arts Council's Fete Romantique draw, to be held Jan. 24. The winner will receive a six-course gourmet meal in a heritage home in Guelph for six people. Thirty other prizes are also available. For tickets, call the council at 836-3280 or stop by the booth at the Farmers' Market Jan. 23.

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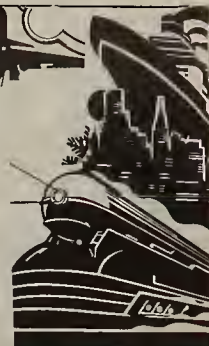
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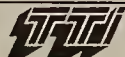


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Volume 37 Number 3

Jan. 27, 1993

'The best vision is a shared vision' Rozanski named sixth president

by Sandra Webster
University Communications

U of G has a new president who says he intends to stay around for quite a while. Mordechai Rozanski plans to make his home in Guelph and enrol his son in school here.

He also likes to drive his own car, is an "absolute fanatic" about hockey, cheers for the Montreal Canadiens, speaks French and "rusting" Chinese, is learning to ski and used to play the mandolin until two strings broke.

Begins May 1

Although he's an unfamiliar name on campus, it doesn't take long to get to know the president-designate, who will take office as Guelph's sixth president and vice-chancellor May 1 for a five-year renewable term. In a telephone interview with *At Guelph* last week from Wagner College in Staten Island, N.Y., where he is provost and vice-president for academic affairs, Rozanski talked about himself and how he's looking forward to coming home to Canada.

He was born in Lodz, Poland, in 1946. In 1951, he and his parents made their way to Israel, France and finally to Canada in 1953. He grew up in Montreal, becoming a Canadian citizen in 1958, and was the first in his immediate family to attend high school and to graduate from university.

In 1968, he received a BA in history from McGill University and won a graduate fellowship from the University of Pennsylvania to study Chinese history. While there, he obtained a Canada Council grant to complete his dissertation and to do research in East Asia for a year. He graduated in 1974 with a PhD in Chinese and Asian history and American-East Asian relations.

An only child, Rozanski returns each year to Montreal with his American wife, Bonnie, and their 10-year-old son, Daniel, to visit his mother, other relatives and old friends from his McGill days. He also has relatives in Ottawa and Toronto.

Bonnie Rozanski holds a BA in physiological psychology from the University of Pennsylvania and an MBA from Adelphi University in Garden City, N.Y. She also received a PhD fellowship from Bryn Mawr College in physiological psychology and is now manager of computing at IPS, a division of Dassault International in New Jersey, where the Rozanskis reside.

The president-designate says it has always been his goal to return to Canada. "I knew about Guelph from my Montreal days and through academic colleagues in Canada and the United Kingdom. I really wasn't thinking about leaving Wagner College, but the opportunity at Guelph was in line with my lifetime goal of being president of a major Canadian university."

Rozanski says he has a strong sense of obligation to repay Canada for what it did for him and his family.

Lofty plateau

In announcing the appointment at Wagner College last week, Wagner president Norman Smith said he would "miss Mort tremendously." Smith said Rozanski "has lifted Wagner to a new and lofty plateau and given the college the academic standard necessary for a continued promising future."

Rozanski will bring to Guelph almost 20 years of teaching and administrative experience. Most of those years were as a faculty member and an academic administrator — at Wagner and Fairleigh Dickinson University in Teaneck, N.J., where he was involved in academic strategic planning and restructuring, and at Adelphi, where he was associate provost for academic programs and faculty affairs and founding director of the centre for international studies.

At these institutions, he confronted many of the issues now facing higher education in Canada. With this experience behind him, he hopes to offer new insights and to suggest creative approaches at Guelph.

As a historian, Rozanski has a strong commitment to research and scholarship. A former Lily Fellow at Stanford University and a past member of the Modern China Seminar at Columbia University, he has published widely and delivered more than 80 papers and presentations on Chinese-American relations and international education.

Working on book

Most recently, he completed the book chapter "Thomas F. Millard: The Making of a China Journalist, 1900-1929," which he submitted for publication in a Festschrift entitled *Pacific Relations*. He has also been working on a book called *The Delicate Art of Managing Barbarians: The Role of American Journalists as Instruments of Chinese Foreign Policy, 1900-1930*.

Rozanski is dedicated to teaching and undergraduate education rooted in a coherent liberal arts and science core. He has twice been named a top teacher of history.

Well aware of the financial problems facing postsecondary education in Canada and having significant experience in making

See ROZANSKI on page 2



President-designate Mordechai Rozanski

A message from the new president

I am proud to have been selected president of the University of Guelph. It is a great honor and a profound responsibility, and one that I look forward to with enthusiasm.

My family and I are delighted to be joining a community of talented individuals whose commitment to teaching, research, scholarship and service has shaped Guelph's reputation for academic excellence. We are also excited about the prospect of moving to Guelph, where we expect to make our home and where our son, Daniel, will attend school.

I have much still to learn about Guelph, well beyond the media reports and University documents I have studied and the general impressions I have formed from my conversations with people. Nevertheless, what I have learned to date is impressive, confirming my early perceptions of the University as one of Canada's most distinguished comprehensive universities, ranking among the top half-dozen universities in the country.

I look forward to meeting as many members of the University community as I can to learn more completely and personally about Guelph.

My aspirations for Guelph are ambitious but attainable. I hope to establish a long-term partnership with faculty, students, administrators, staff and the Board of Governors to ensure and enhance

Guelph's vitality and educational excellence.

I also want to emphasize the notion of partnership because, more than ever before, universities today are complex endeavors buffeted by internal and external economic and political forces. Anyone who believes that running a university is a one-person job is destined to failure.

Guelph is composed of a wealth of talented and dedicated people whose commitment to their individual fields and to the University as a whole has brought Guelph to the stature it enjoys. Their continued participation is a prerequisite for realizing our common aspirations.

I strongly believe in the importance of community, respect for shared governance, the predictability of process and collegial discourse. These are values by which I will be guided.

I can assure you that I intend to work tirelessly to sustain and build on the recognized strengths of Guelph and, with the help of the entire University community, to reach for even greater heights. I hope I can count on your advice and support.

I look forward to joining the "Guelph family."

Mordechai Rozanski

Inside:

- Five to receive honors at Convocation 3
- Computer ethics on the table 5
- Lineups ease 5
- Travels with my bike . . 9
- Directory is on-line . . 12

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The presidential lineage

Since U of G was founded in 1964, five presidents have navigated different courses through calm and turbulent, predictable and unpredictable waters. They brought varying expertise and leadership styles to a growing and changing institution.

The late John D. MacLachlan took the helm for the first three years from 1964 to 1967. A Harvard graduate, the botanist from the Kingston area joined the faculty of OAC in 1939. He progressed to president of OAC in 1950, head of the Federated Colleges in 1964 and, finally, president of the newly formed U of G.

In steering the transition from college to university, the founding president introduced the trimester system, established the character of governing bodies of the institution, played a key role in setting up the first academic programs and hiring faculty and administrators, and provided for a master plan of campus. He also launched a successful capital campaign. He retired in 1967 at the age of 61.

Bill Winegard was 42 and assistant dean of graduate studies at the University of Toronto when he succeeded MacLachlan. The Hamilton-born metallurgist earned three degrees from U of T, where he continued to teach and do research in the solidification of metals, establishing a world-renowned reputation in the field.

During his years as U of G president from 1967 to 1975, Winegard provided students with

an official voice on governing bodies, set up faculty policy and appointment committees, opened Senate meetings to the public, promoted teaching evaluation and initiated reorganization of the college structure, which culminated in an aims and objectives document. He later entered federal politics, representing Guelph and becoming minister for science in the Mulroney cabinet. He recently announced his retirement.

At 41, Donald Forster became U of G's third president, serving from 1975 to 1983. The Toronto native earned his BA from U of T and his master's from Harvard in political economics. He came to Guelph after a 15-year career in the academic and administrative ranks of U of T.

An advocate of lifelong learning, he expanded continuing education and introduced distance education programs, established the University School of Rural Planning and Development, forged ties with Beijing Agricultural University, encouraged international activities, paved the way for academic co-operation with the universities of Waterloo and Toronto, founded the Macdonald Stewart Art Centre and set in motion the articulation of Guelph's vision of education in *Toward 2000*. Forster died suddenly just before he was to take over as president of U of T.

In 1984, at 57, Burt Matthews began a five-year term as Guelph's fourth president. Raised in the London area, he earned his undergraduate degree at OAC and his PhD in soil chemistry at Cornell. He spent 20 years in Guelph, beginning as a lecturer at OAC and eventually becoming vice-president, academic. From 1970 to 1981, he was president of the University of Waterloo.

Returning to Guelph as president, Matthews spearheaded a campaign that raised \$65 million, stimulating a major capital expansion on campus. He also broadened and clarified vice-presidential positions, initiated a strategic planning process, strengthened the co-op program, encouraged multidisciplinary programs, established the President's Scholarships, increased research activities and improved staff benefits.

He is currently president emeritus and an adjunct professor in geography at Waterloo.

Brian Segal became fifth president in 1988 after eight years as president of Ryerson Polytechnical Institute. The McGill-educated 44-year-old had earned his PhD in social welfare from the University of Pittsburgh.

Before Ryerson, Segal was an associate professor of social work at Carleton University and a strategic planning director for the Secretary of State.

At Guelph, he made commitments to employment equity and increasing the role of women. He was responsible for an internal review that would make administration leaner and help check the University's growing deficit in economic hard times. He oversaw the renovation of Zavitz Hall, the opening of the Bovey Complex and expansion of the Research Park, and established the Heritage Fund to generate capital income. He resigned from Guelph to become publisher of *Maclean's* magazine and vice-president of Maclean Hunter Publications. □

Committee finds healer, teacher

The search committee tried hard to find a candidate with qualities the University community wanted, said Bill Brock, chair of the committee and Board of Governors, in announcing the choice of new president Jan. 22.

"We deemed it very important... to seek out the person you told us you wanted," Brock told deans, employee association representatives and students.

"When we talked to you, we got a strong message that the next president should be a healer and should have a very keen interest in teaching. And we think that that's what we've got" in Mordechai Rozanski.

"This is a man who is very excited about the business of teaching at university," said Brock. Rozanski "has not had as much experience as some of us would like in the corporate side of things and in corporate fund raising," but the committee is confident the new president has the characteristics the community wants, he said.

Rozanski is likely to take a collegial approach to academic strategy, said Brock. As a university vice-president, the 46-year-old Asian studies scholar oversaw academic restructuring initiatives at Wagoer College in New York and Fairleigh Dickinson University in New Jersey.

His referees said he had "tremendous interper-

sonal skills and leadership" qualities, said Brock. "Their only criticism was that he works too hard."

The announcement was delayed for 30 minutes while board members discussed the composition of the search committee. Senate appoints six members and B of G appoints three members to the search committee.

"Some board members feel the representation of the board should be greater," said Brock. Boards are under increasing pressure to be accountable, and volunteer members are aware of the risk of personal liability should something go wrong. A president's decisions can have a bearing on that risk, he said.

The B of G chair suggested he would like to see strategies that build on Guelph's strengths and don't focus on cutting.

Rozanski's compensation package will compare with those of other Ontario university presidents and will not be made public, said Brock. "There is nothing in this package that in any way would be an embarrassment to me, the board or the University." But he noted that compensation in the United States is much higher, that tax rates are lower and mortgage interest can be written off. Rozanski's package will not take into account his move to Canada, Brock said. □

Rozanski assumes top post May 1

Continued from page 1

the difficult decisions associated with them, the new president believes his responsibility will be to prevent undermining of programs of high academic quality.

"My approach has always been to try, where possible, to increase revenues, not solely to trim budgets," he says. "But achieving financial stability is essential for the viability of the institution, and I hope to review all the facts and consider advice on various approaches, including efforts to raise new revenues."

Build on strengths

Using the potential of the Research Park, Rozanski hopes to build on Guelph's strengths in the biomedical sciences, veterinary medicine, environmental sciences, biotechnology, engineering, food and related fields to develop new collaborative funding opportunities.

While recognizing the realities facing universities, he says he is optimistic about U of G's future and is dedicated to working tirelessly with others to realize it.

Rozanski has an impressive record of going after funding from the public and private sectors and in pursuing partnerships with the corporate sector. In his previous posts, he generated "out of necessity" more than \$5 million for faculty development, program and curriculum development, library materials, lectureships, faculty travel, international studies, co-op education and interactive instructional videos.

He also helped obtain scholarships for students who are educationally and socially disadvantaged and students with learning disabilities.

At Fairleigh, he helped plan a \$1-million campaign for an endowed institute of graduate international studies — a reflection of his equally strong commitment to graduate and doctoral studies.

Having earned a national reputation in international education, Rozanski has been a consultant in this field to 30 colleges and universities in the United States. In 1980, he was named one of the five leading international studies

program directors in the States.

He says Guelph is in a position to distinguish itself as the university with a global perspective by building on its well-known international development curriculum and programs, by increasing international student enrolment and by establishing co-operative agreements in the United States, Britain and Europe.

Rozanski says he hopes to help in these efforts. He has lived in Hong Kong and travelled to China and Japan several times, leading faculty and students on educational tours.

The new president also has a long-standing interest in expanding professional opportunities for women in postsecondary education. He believes that Guelph, building on its exemplary record of recruiting women as students and faculty in veterinary medicine and other fields, can play a large part in encouraging more women to pursue professional studies leading to careers in academia and industry, particularly in science and engineering.

"These are areas with significant shortages in Canada," he says, "and corporations are prepared to provide opportunities to women for these positions."

Visible president

A strong believer in the importance of collegiality, "aggressive" listening and participatory governance, Rozanski wants to meet and talk with many people at U of G before he outlines any plans. He intends to be a visible president and hopes to be welcomed as a regular visitor to departments and student events. He's also thinking about continuing an open-door afternoon for faculty, staff and students that has been popular at Wagner. He is expected to pay a visit to U of G in late February.

Rozanski articulates his vision for his new position as follows: "A president engenders confidence, not by inventing vision out of whole cloth, but by articulating the idea of the university 'that might be,' reflecting the manifest and latent interests of faculty and other members of the university community. But it is

not a case of dictating 'here is where I want us to be'; it is rather 'here is where you and I have determined we want to go.' The best vision is a shared vision."

Promote knowledge

As for the mission of universities such as Guelph, he believes it is "to enrich individual lives, to promote the search for knowledge, to disseminate new and existing knowledge and to assist the human quest to achieve a civil and just social community. People — faculty and staff — work there because they, too, cherish these same purposes and regard their university as the vehicle through which they can serve society and put their personal values and ambitions into action."

And on the role of new leadership: "Often new presidents can contribute to institutional renewal, even at the most prestigious and financially stable universities. For me, renewing a university means that the president helps its members reaffirm their institution's core values, replenish their energy and commitment and find satisfaction in their collective enterprise. More importantly, the president fosters within them the belief that their present success is a precursor to even higher achievements in the future. I also recognize that such renewal requires a president who inspires confidence in his or her competence, elicits trust in his or her integrity and demonstrates an ability to achieve institutional vitality — academic and fiscal."

Consensus builder

"In general, the president must simultaneously be a spokesperson for the university's interests and needs, an advocate for excellence in teaching, scholarship and research, a cheerleader in good times and bad, consensus builder — assimilating the diverse views and voices arising in an intellectually vital university — and fund raiser par excellence."

Rozanski says these are the attributes not of a water walker, but of someone who knows how to swim. □

At Guelph

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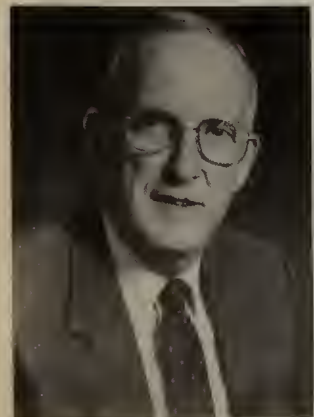
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Former VP among five to be honored at convocation

Howard Clark, a former academic vice-president at U of G, is one of five who will receive honors at winter convocation Feb. 5 and 6.

Clark, who has been president and vice-chancellor of Dalhousie University since 1986, will receive an honorary doctor of science. An honorary doctor of letters will go to historian Alison Prentice.

Three retired U of G faculty will also be honored. Professor emeritus status will be bestowed on English scholar James Harrison and animal and poultry scientist Doug Morrison. Pathology professor Bruce McCraw will receive the Medal of Merit.



Howard Clark

Howard Clark

Educated at the University of New Zealand and Cambridge University in England, Clark began his career as an assistant professor of chemistry at the University of British Columbia. He joined the University of Western Ontario in 1965 as senior head of inorganic chemistry, then served as head of the department of chemistry from 1967 until 1976, when he was appointed academic vice-president at Guelph.

Over the next 10 years, he was the driving force behind many initiatives on campus, including U of G's aims and objectives document *Toward 2000*.

Clark has published more than 250 refereed papers and made many significant contributions to the sustained growth of inorganic chemistry. One involves the synthesis of a novel group of compounds containing platinum. Another is the development of concepts that explain the effects that one group has on the reactivity of a second group when both are attached to the

same metal atom.

His achievements have been recognized with an honorary degree from the University of Victoria, fellowships in the Chemical Institute of Canada and the Royal Society of Canada, and the Noranda Lecture Award of the Chemical Institute of Canada.

Alison Prentice

A historian of international renown, Prentice has been a pioneer in writing on women's history and the history of education. Through her work, gender has become an accepted category of historical analysis. A native of Delaware, Prentice attended Smith College and the University of Toronto. Her first major work, *The School Promoters: Education and Social Class in Mid-19th-Century Canada*, published in 1977, was influenced by practical experience teaching history at high schools in Toronto.

A member of the department of philosophy and history at the Ontario Institute for Studies in Education since 1975, Prentice served as head of the institute's Centre for Women's Studies in Education from 1983 to 1985.

Education, particularly women's education, has remained the focal point of Prentice's work. Author or co-author of eight books and numerous chapters and articles, she has written on pioneer and gentlewomen in British North America, the feminization of teaching and, most recently, *Women Who Taught: Perspectives on the History of Women and Teaching*.

She has been a visiting scholar at the Centre for Research on Women at Stanford University, an adjunct fellow at the Simone de Beauvoir Institute at Concordia University and distinguished lecturer at several Canadian universities.

James Harrison

Born in what is now known as Sri Lanka, Harrison went to an American school in India until the age of 10. He attended university in England and taught there from 1952 until 1969, when he moved to Canada to join the English department at Guelph.

For more than 20 years, Harrison made a wide range of contributions to his department and profession. This included teaching more than 20 different undergraduate courses as well as teaching and supervising graduate students. For many years, he coordinated the Young Writers' Literary Competition and edited its publication, *Focus*.

Harrison has published five books, including two volumes of poetry and a study of Rudyard Kipling, and has written more than 30 articles and reviews. His work ran-



Alison Prentice

ges from his original interests in Victorian literature and the study of language and style to more recent investigations in Canadian literature. His most recent book was on novelist Salman Rushdie, published in 1991. He is currently working on a book on writer J.M. Coetzee.

Doug Morrison

A graduate of OAC and the University of Illinois, Morrison joined the faculty of U of G in 1971 as first chair of the newly established Department of Animal and Poultry Science, a position he held until 1982.

Since then, Morrison's teaching and research have focused on environmental physiology of domestic birds and mammals. He has served on numerous boards and commissions for industry and government on issues related to animal production research.

Morrison is a member of several scientific societies, including the Canadian Society of Animal Science, American Society of Animal Science, Poultry Science Association and Sigma Xi. He is also a fellow of the American Association for the Advancement of Science.

Among the many honors and awards he has received are fellow of the Agricultural Institute of Canada, Award of Merit from the Ontario Poultry Council, Distinguished Agrologist Award from the Ontario Institute of Agrologists and the Centennial Medal for outstanding service to the Ontario Ministry of Agriculture and Food (OMAF).

He served as the first chair of the Ontario Broiler Hatching Egg and Chick Commission, appointed by OMAF in 1983.

Bruce McCraw

A graduate of the universities of Toronto and Michigan, McCraw joined OVC in 1949. A specialist in parasitology, he also taught courses in comparative anatomy, embryology and histology. In addition to

supervising his own graduate students, he served as graduate co-ordinator for 15 years in the Department of Pathology.

McCraw was referee for the Ontario Graduate Scholarship Program and was responsible for preparing department documents for Senate internal reviews, appraisals of the M.Sc., D.V.Sc. and PhD programs for the Ontario Council on Graduate Studies and American Veterinary Medical Association accreditation evaluations.

Senior author or co-author of more than 40 publications in refereed journals, he also served on numerous college and University committees. He chaired the President's Special Appeal Board, the University Appeals Committee and the Faculty Policy Committee and was a member of Senate and various Senate committees, including the Committee on University Planning.

An active member of the Guelph community, McCraw served on the board of the Children's Aid Society of Guelph and Wellington County from 1955 to 1976, acting as president from 1962 to 1963. On completion of his terms, he was made an honorary life member of the society. He also served on the board of Guelph United Appeal and the Wellington-Dufferin Health Council.

Four ceremonies

About 750 students will graduate at four convocation ceremonies to be held in War Memorial Hall. Clark will receive his honorary degree Feb. 5 at the 10 a.m. ceremony and will address students graduating from the colleges of Biological Science and Physical and Engineering Science. Prentice will receive her honorary degree at the 2:30 p.m. ceremony and will deliver the convocation address to graduates of FACS and the College of Arts. At the same ceremony, Harrison will be named professor emeritus.

At the 7:30 p.m. ceremony for College of Social Science students, Prof. David Knight will give his first convocation address as dean of the college.

The final ceremony Feb. 6 at 10 a.m. is for graduates of OVC, OAC, the University School of Rural Planning and Development and the College of Social Science. At this ceremony, Morrison will be named professor emeritus and will address the graduating class, and McCraw will receive the Medal of Merit.

Robing up for convocation is in the lower lounge of War Memorial Hall. After each ceremony, there will be a reception in Peter Clark Hall for the graduates and their guests. □



A royal visit

Swaziland's Princess Lomahemba, left, and Prince Sibonelo were part of a delegation that paid a visit to campus recently to meet with U of G's Swazi students, including Louisa O'Lamini, right.

Photo by Roberta Franchuk, University Communications

Massey coffee shop will close for the summer

Fifteen full- and part-time staff will be laid off indefinitely when the Massey Hall Coffee Shop closes this summer for the first time in its 40-year history.

The Guelph Campus Co-operative, which runs the hasement coffee shop, has been "working hard at keeping expenses down," says co-op general manager Eric Martin. But declining sales and an increase in rent have forced them to close the coffee shop from April 24 to Sept. 7, he says.

Martin attributes decreasing sales partly to the recession and a no-smoking policy introduced last year. Compounding those losses is a 44-per-cent increase this year in the rent the co-op pays to the University for the coffee shop

space. The rent paid for six months jumped to \$8,324 from \$5,760, an increase agreed to two years ago.

"It is cheaper to pay the rent and keep the coffee shop closed (over the summer) than to open it and lose more money," says Martin. Like other campus operations, the coffee shop has traditionally closed in August.

"It was a really difficult decision for the (co-op) board to make," he says. If there had been any other way to keep coffee shop open, the board would have done so, he says.

The co-op board will take the four summer months to examine the coffee shop operation and decide how many staff to rehire in the fall, Martin says. □

Senate report

Winter enrolment stable, shows only slight increase over 1992

by Martha Tancock
University Communications

Slightly more students have enrolled this winter compared with January 1992, Senate heard last week at its January meeting.

This semester, 13,242 full-time, part-time and visa students signed up for courses, up from 13,155 last winter, reported Prof. Tammy Bray, acting associate vice-president, academic.

Winter enrolment is "stable and predicted," said acting president Jack MacDonald.

Enrolments were up among new students (159 this year compared with 172 in 1992), part-time students (1,911 compared with 1,767) and visa registrants (259 compared with 253).

Full-time student numbers dropped marginally to 11,331 this winter from 11,388 last year.

Invite COU president

An invitation will go to Peter George, president of the Council of Ontario Universities (COU), to speak to U of G senators about current ministry machinations of system restructuring.

Prof. Ross Hallett, Physics, U of G's representative to COU, suggested inviting George to explain an Ontario government initiative to reshape Ontario's entire university system.

Hallett said that Richard Allen, minister of colleges and universities, has countered a steering committee's list of priorities with a set of his own and is expected to provide an amended report soon.

The steering committee listed as priorities technical innovation, inter-institutional co-operation, finances, equity, research and teaching and learning functions. The minister set his priorities as an open learning system, student-responsive delivery, creation of a postsecondary equity database, funding and accountability and inter-institutional co-operation.

Librarian to be added

Senate has agreed to add one more elected member to its ranks to represent 24 librarians with academic standing.

The addition to the 181-member academic policy body will rectify an anomaly — that librarians are not officially represented on Senate, said chief librarian John Black and Prof. Harold Chapman, Biomedical Sciences, chair of the Senate Bylaws and Membership Committee.

Acting academic vice-president Leonard Conolly said he supported the addition, but asked senators to "revisit the issue of the size." U of G's Senate is twice the size of most other universities except York, he said.

Black participates on Senate and its committees as an ex-officio member. Academic librarians have served on Senate as representatives of the U of G Faculty Association and the Board of Governors. Chapman said they could and should make a contribution to discussions in Senate and "their membership in the academic community should be recognized."

The Senate Committee on University Planning recommended adding an elected librarian. The committee argued that

librarians' views are especially pertinent when making complex decisions on such issues as new courses, programs, instruction, dissemination of and access to information and inter-university borrowing.

A librarian will likely be elected during Senate elections this year to begin a one-year term in the fall.

New foreign links

Austrian and Costa Rican institutions are the latest additions to the University's inventory of exchange and study-abroad opportunities.

New links have been forged with the Vienna University of Agriculture and the Centro Agronomico Tropical de Investigacion y Ensenanza in Turrialba. The ties are meant to encourage personnel visits, co-operative research and graduate training.

Grad money urged

After two years of receiving only half the needed funds for a scholarship program meant to attract top-quality graduate students, Senate renewed its appeal to administration to fully fund the University Graduate Scholarships program.

Despite Senate's appeal last January, the administration failed to fully finance the five-year program. Introduced in 1991/92, it aimed to provide up to \$1,500 per semester to 330 master's and doctoral students.

OVC associate dean Alistair Summerlee, chair of the Board of Graduate Studies (BOGS), said that "because of the University's financial position, the program has never been fully funded. . . . I feel very strongly that Senate needs to be aware of the great importance the committee (BOGS) places on this."

Awards Committee chair Prof. Denis Lynn, Zoology, said his committee endorses full support from the administration for the 1993/94 program, although not at the expense of the undergraduate scholarship program.

Undergraduate student senator Sean Orsborn said that funding the library, where more than 200 periodicals have been cancelled, should be a higher priority than a graduate scholarship fund.

An estimated \$918,000 was needed to fully fund the \$1,500-per-semester scholarships in 1991/92. But the administration allocated only \$494,000 or 53.9 per cent.

This year, the University supplied only 50.5 per cent of the approximately \$979,200 required for \$1,600-per-semester awards.

The program was designed to avoid the devaluation that occurred with a previous awards program by increasing stipends \$100 each year until 1996, when their value would reach \$2,000.

The first-year budget came from three sources — \$375,600 from the Office of Graduate Studies, \$84,000 from Board of Governors and \$35,000 from the Research Board.

Senate is asking the administration to make program funding a high priority.

Three new scholarships

Music and parasitology students will benefit from three new

scholarships approved last week by Senate.

The Friends of Music In-Course Scholarship of \$300 will go to a music student with the highest average in core courses. No application required.

The Friends of Music Book Prize will be awarded to the honors music graduate with the highest cumulative average. No application required.

The Roy C. Anderson Graduate Scholarship of \$300 will go to a graduate student with high

academic standing who is doing research in parasitology. Application is to the dean of CBS by Dec. 31.

B of G minutes

A student senator was not satisfied with a one-page summary of Board of Governors meetings contained in the January Senate agenda.

Undergraduate Jillian Hovey wanted "something deeper" in terms of quantity and quality. She suggested that senators on the

board give a verbal report of board meetings to Senate.

"It would be a step forward to removing the mystery of what goes on at board meetings," she said.

Acting president Jack MacDonald said the meetings are public and that minutes are available from the board secretary. He added that he would consult with the three senators on the board to respond to her concern about the summary supplied to Senate. □



In defence of women

Romi Smith of the OVC library, left, and OAC student Tracy Irving learn the basics of self-defence for women at a recent Wen-do course on

campus. A second beginner's course will be held Jan. 30 and Feb. 6. Cost is \$25. To register, call the Women's Resource Centre at Ext. 8559.

Photo by Roberta Franchuk, University Communications

Women's studies seeks faculty co-ordinator

U of G is seeking a faculty member to co-ordinate the interdisciplinary women's studies program for a three-year renewable term beginning July 1, 1993.

The co-ordinator is responsible for administration of the program, teaching, counselling and chairing the Women's Studies Committee. Negotiations are under way to have the

co-ordinator relieved of some teaching duties in the home department.

Candidates should have good administrative and teaching skills, an interest and expertise in feminist studies and a commitment to interdisciplinary education.

Send applications to College of Arts Dean Carole Stewart in the MacKinnon Building. □

Sullivan is reappointed associate VP

Brian Sullivan will continue on as associate vice-president for student affairs for a second five-year term.

A committee reviewing his appointment unanimously recommended renewing his term effective July 1, said acting president Jack MacDonald in a recent memo.

"We are all looking forward to a further five years of the kind of enthusiasm, energy, vision and leadership that Brian has always brought to his office in student affairs," MacDonald said. □

LA searches for director

The search is on for a new director of the School of Landscape Architecture to replace Prof. Walter Kehm, who completes a seven-year term in June.

A search committee is seeking an internal candidate to fill the position for the next two years, beginning in July. Jan. 29 is the deadline for applications and nominations to be submitted to the OAC dean's office. □

Registration is Jan. 28 for staff development courses

Human Resources is again offering staff development courses this semester on a variety of topics, including time management, personal safety for women, cardiopulmonary resuscitation (CPR), assertiveness training and effective writing.

Registration is on a first-come, first-served basis, except for the CPR courses, which admit applicants on a selective basis to distribute the skills throughout campus.

For the first time this semester, employees with contractually

limited appointments for more than six months may also enrol in these courses as long as they are still employed when the course is conducted.

A booklet containing a complete list of courses has been mailed to all staff members. If you have not received a copy, call Karen Kovats in Human Resources at Ext. 6495.

Enrolment for all courses is limited. Registration begins Jan. 28 and is accepted by telephone only. Numbers are listed in the booklet. □

To censor or not to censor

Campus committee tackles ethical issues in computer communication

by Martha Tancock
University Communications

Mary Smith was overjoyed. Her 17-year-old son, generally bored with school, was suddenly keenly interested in researching projects in the university library. But a chance remark by one of his friends turned her elation to anger and confusion. Jack had discovered the pornography bulletin board on Netnews, the information-sharing service available on the Internet network electronically linking universities and other research bodies across the continent. And he was gleefully showing his pals how to call it up on the library computer terminals. His mother was furious with the university for providing such easy access to sexually explicit, obscene images — especially to underage children — and threatened to call the police.

This fictional scenario is similar to one played out recently at a Canadian university. The police took the complaint to the Crown, which prepared to prosecute the university director of computing services as a "carrier" of pornographic material. The university hastily censored the porn bulletin board.

This incident has made censorship a hot topic, especially among directors of computing services at Canadian universities, says Ron Elmslie, director of Computing and Communications Services.

Universities across the country are scratching their institutional heads over the issue. Many, including Guelph, have already plugged into the vast computer network that links universities in Canada and the United States. Faculty, staff and students are "talking" with each other through Internet, which links ONET (Ontario), CANET (Canada) and various American networks. But some have also made the link to Netnews — before laying down any rules.

Guelph has been deliberately slower off the mark, says Elmslie. Before he hooks up the feed that will give U of G access to this galactic electronic bulletin board called Netnews, "it is important to have policies in place that address both information content

and a user code of conduct," he says.

Faculty members have been pressing for the service, which provides a valuable tool for communicating with others who share their research interests. "And we are anxious to connect faculty to Netnews," says Elmslie. He anticipates a link early this year when a University committee presents its views on a code of ethics for electronic communication at U of G.

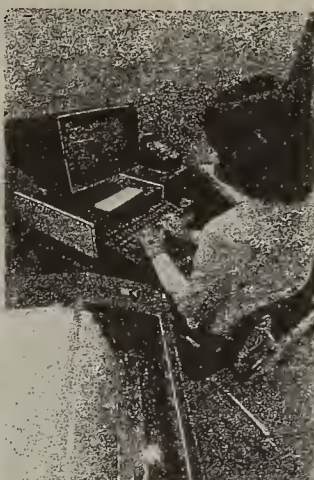
The ad hoc committee, which includes Elmslie, has met twice and will meet again this week. The current code of ethics for electronic communication focuses on preventing software piracy — and is printed in CCS's service guide. The committee expects to produce an updated version in February that will provide clear guidelines for users, providers and administrators of Netnews.

The onus seems to be on individual universities to deal with the issue of offensive material on the network. ONET, the provincial feed, is not censoring the material, says committee chair Barbara Abercrombie of the President's Office. Despite a clear message from the Ministry of Colleges and Universities in August to discourage using computing systems for racist and pornographic messages, "there are strong feelings (on the committee) that the University shouldn't be involved in censoring," she says.

Alternatives to censorship include assigning users passwords instead of offering a wide-open system, says Elmslie.

The committee is discussing whether an updated code of ethics should deal with issues of racism, hate, sexual harassment, pornography and the dissemination of other offensive material. Abercrombie says the University already has policies that deal directly with such concerns, including one on protection of academic freedom.

The committee also plans to get a legal opinion about liability in case it is sued for disseminating pornographic or harassing material, she says. Because this is such new ground and there are no precedents, legal opinions vary about University liability.



Committee member Prof. Jay Newman, Philosophy, says it's important to understand that, in addition to being committed to a policy to protect people from pornographic communication, U of G is also strongly committed to its policy on academic freedom, which not only applies to faculty, but also to students and anyone involved in the academic life of the institution.

"In universities in particular, we have to be very careful that sexual research in the humanities and natural and social sciences... is not subject to attack simply because images are seen to be pornographic." Nevertheless, scholars studying sexual material must be able to justify and explain their projects to colleagues and the community at large, he says.

On the committee with Abercrombie, Elmslie and Newman are Andre Auger, director of the Counselling and Student Resource Centre; Mary Cocivera, director of University Communications; Prof. John Liefeld, Consumer Studies; Prof. Dave Swayne, Engineering and Computing and Information Science; undergraduate students Andrew Noble and Stephanie van Egmond; and graduate student Debbie Dean.

The committee would like to hear concerns about misuse of computing facilities on campus. Call Abercrombie at Ext. 6761 or any other member of the committee. □

New degree audit will aid students, counsellors

Students registered in the spring semester will be able to check their academic progress at a glance with a report produced by U of G's new degree audit system.

The student academic progress report will show their status for continuation of study, their degree requirements, the courses remaining to fulfil their requirements to graduate and an unofficial summary of their academic record. This report will replace the performance report that is now sent to students before they select their courses.

Until now, students and their counsellors have had to map their courses against the calendar requirements for their degree program and specializations by hand. This is time-consuming and complex, says Bob Auger, assistant registrar for records and chair of the Degree Audit Working Committee. And mistakes could result in students having to take additional semesters to meet graduation requirements.

Cuts clerical time

The degree audit system will reduce the clerical time needed to determine academic standing and perform graduation checks, giving counsellors and students more time to discuss academic goals and performance, Auger says.

The system has been in the works since 1990. Although other universities in North America are using similar reporting systems, Guelph's also gives counsellors on-line access to the information contained in the students' reports. It allows counsellors to calculate averages by specialization, course level and any grouping of courses. Students will not have direct access to the on-line system.

The degree audit system is available to approved users through the high-speed network, says Auger, and network connections are now being installed in the offices of most undergraduate program counsellors. They are being trained how to use the system and are testing out the programs and checking the records for accuracy. They will be reviewing the reports with selected groups of students.

Big test in fall

If all goes well, degree audit reports will be available to all spring semester students, he says. The big test for the system will be in September when all returning students will receive their reports.

The system also has possible uses for departments and colleges, says Auger. If, for example, a department is considering dropping a course from the calendar, the degree audit system can list the programs and specializations that would be affected if the course were dropped.

The Degree Audit Working Committee, which has representatives from program counsellors, departmental advisers, the Office of the Registrar and Computing and Communication Services, has been meeting regularly over the last two years to oversee implementation of the system. □

Registrar's Office takes steps to ease lineups

by Roberta Franchuk
University Communications

Crowds were large, but lineups moved quickly in the Registrar's Office at the beginning of this semester, thanks to some changes in procedure.

In the fall, the start-up period saw long lineups for many registration services. The Registrar's Office looked at reasons for the lineups and produced a report outlining some of the causes and offering some recommendations to fine-tune the process and ease the pressure on students and staff.

Some of those recommendations were put in place this semester. The result was less time spent in line for students and more effective help from staff, says registrar Arnold Holmes.

One of the most visible changes was the addition of staff from other areas of the Registrar's Office. Twelve people from Admissions, Liaison and other areas donned large buttons with the slogan "Ask Me" and talked to students in the lineups, directing them to the correct place for help and answering questions. This reduced the number of students who wasted time by standing in the wrong line, says Holmes.

Another six departmental

employees were trained to help at the front counter and in other areas, and the administration provided resources to hire three full-time temporary workers for the six-day start-up period.

Length of time spent in line was monitored. Although some students stood for as long as 45 minutes on the first day, lineup time was down to five to 10 minutes or less by the second day.

Lineups for the Ontario Student Assistance Program (OSAP) also moved faster in January than in September, for several reasons.

September meant lots of paperwork for students: reading and signing a declaration of summer earnings and presenting identification, a process that takes at least three or four minutes per student, says Peter Landoni, assistant registrar, Student Finance and Awards. But this semester, paperwork was much less and loans were handed out more quickly.

Moving the OSAP section to Peter Clark Hall for the first two days of the start-up period and adding a trained assistant also sped up the lines, he says.

Another factor that may have contributed to reducing stress all around is that students are now familiar with the combined services on Level 3 of the University

Centre, says Alex Goody, assistant registrar, Academic Records. The result of all the changes, judging from comments heard at the time, was a more positive experience for both students and staff, he says.

Still, lineups will always be a part of the start-up period because of the structure of the Registrar's Office and the academic policies of the University, says Holmes.

Because many functions were centralized under the reorganization following the internal review, students come to one area to drop and add courses, pay fees, pick up mailbox keys, have their ID picture taken, handle OSAP paperwork and access other services. Although this means fewer trips to different areas, it also leads to congestion during the busiest first days of the semester, he says.

"We just don't have the physical or human resources to do as quick a job as we would like," says Holmes. Most other universities are not as centralized, he adds.

The Office of the Registrar is trying to move towards a system that would require less face-to-face contact between students and staff, says Holmes, but factors "outside our control are still forcing us to see people in person."

U of G's policy on course selec-

tion, for example, requires a variety of signatures. Although almost 90 per cent of students have their timetable fully sectioned before they arrive on campus, they still must gather signatures for the add/drop procedure if they want to change their timetables.

In both September and January, more than 11,000 contacts were recorded in the Academic Records section of the Registrar's Office. More than 8,000 transactions occurred during this period.

The best way to reduce or eliminate lineups is to move towards a more automated system, says Prof. Tammy Bray, acting associate vice-president academic. Other Canadian universities have been using telephone and computer registration for some time, and some American institutions have systems that let students use their ID cards in automated teller machines to register.

U of G needs to change its paper-intensive system, she says, and it must also work towards better enrolment management at all levels. Bray lauds the staff who made an extra effort to make start-up run smoothly this semester. "We all appreciate that everyone pulled together and worked to give good service to students." □

Research report



In Nairobi, OVC researcher Bruce Wilkie is working with these N'dama cattle to develop resistance to a bovine parasitic disease called trypanosomiasis. Photo courtesy of ILRAD

OVC researcher works to find control for African cattle disease

by Steve O'Neill
and Owen Roberts
Office of Research

Improved cattle production and economic prosperity in sub-Saharan Africa are the goals of a U of G researcher on leave in Nairobi, Kenya, applying research results from his Guelph laboratory to agricultural systems there.

Prof. Bruce Wilkie, Veterinary Microbiology and Immunology (VMI), is working at the International Laboratory for Research on Animal Diseases (ILRAD) as part of a team trying to develop resistance in cattle to a bovine parasitic disease called trypanosomiasis. This disease causes an estimated loss of \$5 billion in meat and milk production in the sub-Saharan region each year.

Meat and milk are desperately needed there. The region's population is growing by more than three per cent a year, about twice the rate of the increase in meat and milk production.

Wilkie estimates that controlling the disease in the sub-Saharan could result in a 16-per-cent gain in meat production and an 18-per-cent increase in milk production.

"It could make a very significant contribution to both human well-being and the economy of the region," he says.

Wilkie gained renown in the scientific community in 1988 for developing with VMI colleague Prof. Pat Shewen a vaccine to help control shipping fever in cattle. For trypanosomiasis, however, he's looking at genetic selection and breeding research instead.

The reason? Attempts by other scientists to develop a vaccine against the disease have so far been futile, "and even if a vaccine was developed, infrastructure problems here such as the end cost of delivery would impede the use of a vaccination in the area."

Wilkie is conducting comparative studies of the disease in susceptible native cattle with other

breeds that are resistant to trypanosomiasis. One of the comparative aspects that interests him is the difference in what's called "antibody avidity" among cattle breeds.

When antigens (harmful micro-organisms such as those that cause trypanosomiasis) are introduced, the immune system tries to neutralize them by producing antibodies that attach to the antigens. The binding strength of the antibody to antigen is called avidity.

Wilkie calls antibody avidity a "major determinant of the efficacy of antibodies in providing resistance to infection and disease in livestock."

Measuring avidity

At Guelph, he and graduate student Greg Appleyard refined a technique for measuring avidity, called thiocyanate elution. Traditionally, avidity had not been widely studied because a reliable way of measuring it eluded the research community. But the new technique turns things around.

Wilkie is using this method in Nairobi. By studying and comparing avidity and immune response, he can make important correlations between the two.

He calls preliminary results of the research "exciting," particularly the unexpected evidence of variations in avidity of a type of antibody not generally observed to change during an immune response. This unusual discovery may indicate an alteration of normal biological processes in trypanosomiasis.

ILRAD's board of directors is chaired by OVC Dean Ole Nielsen. "ILRAD is an attractive laboratory to study in because of its world leadership in the application of molecular biology to the study of bovine immunology," says Nielsen. Also working with ILRAD scientists is Prof. John McDermott, Population Medicine, who leads a project at the vet college in Nairobi. □

OAC seeks nominees for T.R. Hilliard Award

Nominations are due Feb. 28 for the OAC Alumni Foundation's T.R. Hilliard Distinguished Agricultural Extension Award for 1993. Presented annually to an Ontario resident who has made outstanding contributions to agricultural extension in the province, the award consists of a citation and \$1,000 to be used for an extension, research or educational project of the recipient's choice.

Nominees may be employed in agricultural extension by government, agricultural organizations,

institutions, industry or U of G. They may also be producers or other individuals who have made an outstanding voluntary contribution to agricultural extension.

Nominations should be submitted to OAC Dean Rob McLaughlin and should include supporting background information and a brief summary statement prepared and signed by two nominators.

The award is named in memory of the late T.R. Hilliard, former deputy minister of agriculture and food. □

Sigma Xi recognizes scientific contributions

The Guelph chapter of the scientific society Sigma Xi presented its annual awards Jan. 26 to five members of the U of G community who have made outstanding contributions to science.

Winner of the Excellence in Research Award is Prof. George Barron, Environmental Biology. The D.G. Ingram Award for best PhD thesis went

to Mark Matsen of the Department of Physics and John Pollard of the Department of Biomedical Sciences.

Mary-Cecile Van Den Favour of the Department of Biomedical Sciences won the H.S. Armstrong Award for best M.Sc. thesis. The Support of Research Award went to Earl Gagnon of the Department of Land Resource Science. □

Polanyi winners named

The Ontario government has announced the six winners of this year's Polanyi Prizes.

The \$15,000 prizes are awarded to scholars and researchers planning to continue postdoctoral studies at Ontario universities in the fields of chemistry, literature, physics, physiology and medicine and economics.

Peter Thoms of the English department at the University of Western Ontario won the prize for literature for his work on the pursuit of order in 19th-century detective fiction.

University of Ottawa biochemist John Baezger was awarded the prize in chemistry for his work on proteins. Ilona Skerjanc of Ottawa's department of medicine also received a chemistry prize for her research

on cancerous cells. Paul Morley, a specialist in obstetrics and gynecology at Ottawa, won a physiology and medicine prize for his hormone studies.

University of Toronto economist Dwayne Benjamin received an economics award for his work in labor/development economics.

Mary Soota of the Hospital for Sick Children at University of Toronto received a prize in physiology and medicine for her research on retinoblastoma.

The Ontario government makes the awards in recognition of the achievements of University of Toronto researcher John Polanyi, co-recipient of the 1986 Nobel Prize in Chemistry. A total of 27 Polanyi Prizes have been awarded since 1987. □



Here at Guelph, graduate student Greg Appleyard helped refine a technique to measure antibody avidity. Photo by Sherry MacKay

MORE FROM MIDLAND WALWYN



Clara M. Maret

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Scientific eye cast on Ontario's corn crop

by Owen Roberts
Office of Research

The grain industry has united to sponsor a scientific study of the ailing 1992 Ontario corn crop, a significant amount of which is still standing on farmers' fields.

The Ontario Corn Producers' Association, the Ontario Grain and Feed Association and the Canadian Feed Industry Association are funding a research project by Prof. Steve Leeson of the Department of Animal and Poultry Science to study the energy value of the crop.

Corn is fed to animals for energy. Its energy value is related to the number of pounds per bushel it renders. As the ears dry naturally on the stalk, the kernels shrink and farmers get more pounds per bushel at harvest.

Many farmers mix diets for their animals based on well-established formulas related to standard bushel weight.

But this crop year, there's little drying taking place in the field.



Prof. Steve Leeson checks out the corn crop still standing on a University research field near Guelph.

Photo by Sherry MacKay, Office of Research

Bushel weights are low, and Leeson anticipates that energy levels could be at least five per cent lower than normal.

To maintain a steady diet for their animals, farmers may have to supplement rations with either extra corn or other energy sources such as wheat.

That could cause hardships for

farmers who sell corn for feed — it will be worth less than normal — as well as farmers who buy it for their animals, because they'll also have to buy supplemental feed.

"It's even worse than 1974, the last time something like this hit, because farmers are now growing high-heat-unit hybrids that in

many cases didn't even come close to maturing," says Leeson. "It's quite a mess."

For most of Ontario's more than 25,000 corn producers, quality is hanging by a thread. Wet and cold weather has produced the worst corn crop in nearly 20 years, and industry leaders have been working to mitigate the fallout.

Crop losses, mostly for corn but also for commodities such as wheat and soybeans, are expected to top \$300 million.

At Christmas, 50 per cent of the corn crop was still left unharvested because farmers couldn't get on to their fields or because the moisture level in the corn itself was too high. □

Disobedience may help kids be independent

by Margaret Boyd
University Communications

Effective socialization of children is not, as once thought, the result of parental demands and children's obedience. Parent-child interactions represent an ongoing and ever-changing process of socialization — on both sides, says Prof. Leon Kuczynski, Family Studies.

"It's not just parents who control their children," he says.



"Children control and teach their parents. Socialization is a process that gets renegotiated all the time, and what is passed on is partly a product of the parent and partly a product of the child."

The old model of parenting — stressing control and power — is being replaced by one that balances children's responses on a equal footing with parental strategies. This reflects the times.

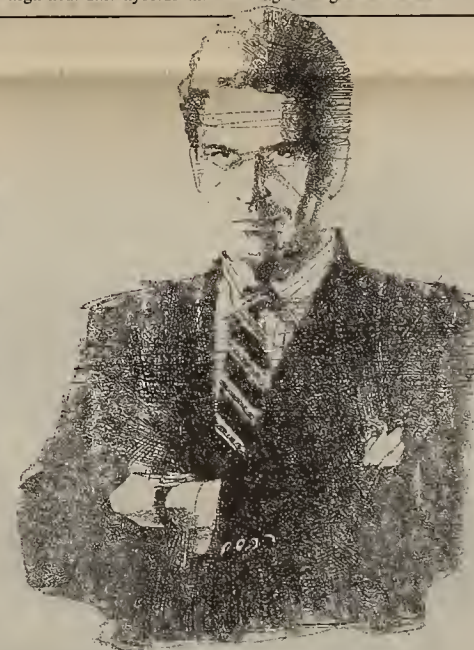
As Kuczynski notes, obedience is no longer the primary goal of parents as it was 50 years ago. Today, they're likely to want assertive and independent children. In fact, parents can help their children by rewarding skillful or clever methods of disobedience or by coaching them on negotiation skills, he says.

"Non-compliance has two benefits as a positive function in a child's development. It provides a context for the child's expression of autonomy in the child-parent relationship and a context in which children learn social skills and strategies."

In the average family, there's "a lot of non-compliance," he says, but children use a variety of strategies in disobeying. Parents, too, have different ways of demanding compliance.

Kuczynski says non-compliance by children falls into four categories, depending on the age and skill of the child:

- passive non-compliance, indicating a lack of assertiveness;
- direct defiance, such as talking back or throwing a temper



- tantrum;
- simple refusal, which is not as aversive; and
- negotiation, the most sophisticated way of saying no.

In a longitudinal study that looked at mothers interacting with children aged 1 1/2 to five, he found no change in the compliance of the child, but huge shifts in "how the child said no." As children age, they have fewer temper tantrums, relying more on negotiation and simple refusal.

Parental strategies tend to vary according to the type of misbehavior or situation, says

Kuczynski. In situations without long-term implications — such as daily routines — parents tend to use unsophisticated expressions of power like direct commands to attain compliance. In situations with longer-term implications — those involving safety and well-being or moral values — parents tend to explain and reason with the child, he says.

Next he plans to study the complex ways parents react to and interpret child behavior. His research was supported by the National Institute of Mental Health in Washington, D.C. □

Deadline dates

Applications are due Feb. 12 for the Calgary Institute for the Humanities' senior research fellowships.

Due Feb. 15 are applications for:

- Health and Welfare Canada M.Sc. and PhD fellowships.
- Cancer Research Society, Inc. operating grants and fellowships.
- Kidney Foundation of Canada student summer fellowships.
- Muscular Dystrophy Association of Canada grants.
- Spina Bifida Association of Canada research grants.

Also due Feb. 15 are nominations to the Manning Awards Foundation, which honors individuals who have created and promoted in an outstanding way a new concept process or product that is beneficial to Canada.

Feb. 28 is the deadline for nominations for the Royal Bank Award, which goes to an outstanding Canadian citizen who has contributed greatly to human welfare and the common good. □

Marketing body funds research

The Marketing Science Institute (MSI), which initiates, supports and disseminates leading-edge studies by academic scholars, has announced a competition for research on enhancing organizations' abilities to learn about and respond to changing customer needs and markets.

Submissions are due June 1. For information, contact Richard Staelin, Executive Director, Marketing Science Institute, 1000 Massachusetts Ave., Cambridge, Mass., 02138. 617-491-2060, fax 617-491-2065. □

Student speak



by Scott
McNichol

CFRU enters teens

Student support is still going strong as U of G's radio station, CFRU, celebrates its 13th year on the FM band.

More than 150 student volunteers work at the station, says station manager Alex Prediger. In addition, there are three part-time paid positions, three full-time paid positions and up to five grant positions. These positions are not necessarily occupied by students, but can be. Prediger is a 1987 BA graduate of U of G.

Campus radio came into existence in the late 1960s, starting originally as a closed-circuit radio station, which meant it didn't broadcast over the airways but through an intercom system across campus. Closed-circuit radio continued until 1980 when, with support from the administration, the station was granted an FM broadcast licence.

"The process of licensing is lengthy," says Prediger. It took almost five years, for example, for the station to receive approval to increase its power from 50 watts to 250. The station now broadcasts to all of Guelph and parts of Cambridge and Kitchener-Waterloo and has close to 10,000 regular listeners, he says.

CFRU is more information based and varied in its programming than regular rock stations and gives the community more to

choose from, says Prediger. He and his staff welcome comments and suggestions from listeners about what they'd like to hear. Call Ext. 8341 or 824-0064 or drop by the CFRU offices on Level 2 of the University Centre.

Radio for kids

For second-year student Leigh Merritt, CFRU has reopened the door to one of the things she loves to do most, working with children of all ages. Merritt will soon be broadcasting a children's show Mondays from 4 to 5 p.m.

"I've always been interested in teaching and working with children," says the Guelph native, but she had set these interests aside for awhile. With the recent approval of her show, that door has been reopened.

Merritt's plans for the show include playing songs from her collection of children's records, introducing imaginary friends and, above all, showing that children's stories and songs aren't just for children—they're for adults, too.

"There's a child in all of us," she says, but it tends to disappear with the rigors of adulthood. Merritt had been interested in working at CFRU for some time, but didn't take the plunge until she became committed to the idea of doing this show. "Things will happen if you set your mind to it," she says.

In addition to her CFRU show, Merritt works two part-time jobs and is a volunteer at the U of G Child-Care Centre.

Making contact

Contact, a help and safety line set up by the Counselling and Student Resource Centre in October, is proving its worth, says the program's co-ordinator, Jennifer Campbell.

"Calls are coming in, which

shows there is a need for our being there," she says.

Phones are staffed by trained student volunteers and are open from 6 p.m. to 2 a.m. seven nights a week. About 37 volunteers work one four-hour shift a week.

To access the line, call 767-5002 or Ext. 5002. Confidentiality is assured.

Bylaw affects students

A recent bylaw passed by the City of Guelph could affect students living throughout the city, says Susan Mellor, co-ordinator of the Housing Help Centre (HHC) in Guelph.

Under the city's new rooming house bylaw, any house with three or more people contributing to its rent is required to be licensed by the city. City inspectors will evict anyone living in a non-licensed rooming house. This could mean legal hassles for some students, Mellor says.

Many students are still unaware of the bylaw, she says. HHC held a free workshop last week, but only about 20 students turned out for it.

"The best thing for students is to start communicating with their landlord and find out their landlord's status," she says.

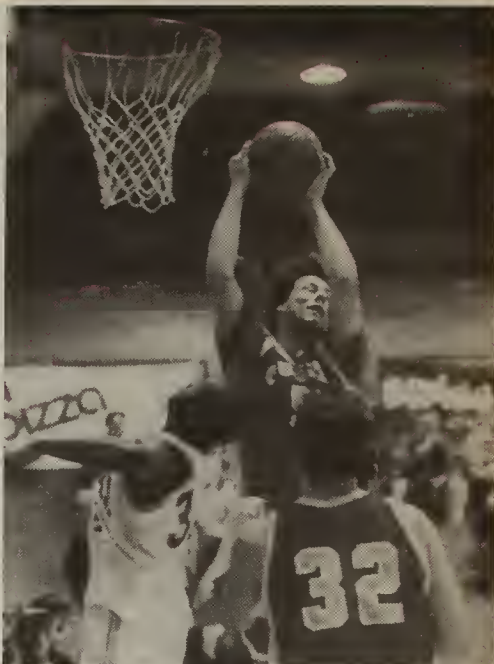
Assistantship awarded

OAC recently presented its inaugural Waterdown Garden Supplies Research Assistantship of \$16,000 to Dave Raymond, a master of science student in the Department of Land Resource Science. □

Awards

Retired crop science professor Bill Tossell, former dean of research, associate dean of OAC and director of the Centre for Food Security, is one of the first recipients of the Agricultural Institute of Canada's Recognition Award.

The honor recognizes outstanding contributions to the development of agriculture around the world. □



Basketball Gryphon Tim Mau, centre, takes a leap and sets an Ontario University Athletic Association career record for rebounding. When he hit the magic number of 703 last week, play came to a halt as he was presented with a recognition award on the court.

Photo by Doug Percival, Department of Athletics

Sports shorts

Kudos for basketball Gryphons

by Christine East
Department of Athletics

With the semester in full swing, the Athletics Centre is a busy place. Amidst the hustle and bustle, you'll find the athletes of the week for Jan. 18, Tim Mau and Monique Muller, going all out for the men's and women's basketball teams.

Mau, a graduate student in political studies, can be found terrorizing the opposition with his domination of the boards at both ends of the court. Last week, he set an OUAA career record for most rebounds.

But Mau's abilities don't stop when he leaves the court. He's a three-time CIAU Academic All-Canadian, a President's Scholar, a 1992 President's Award winner and a 1992 Rhodes Scholar nominee.

Muller accomplishments have a similar ring. At 5'6", she astounds

the opposition with her athletic skills and agility. A third-year human kinetics student, she is no slouch off the court either. She, too, is a CIAU Academic All-Canadian and 1992 President's Award winner for excellence in athletics and academics.

You can catch these two in action against Wilfrid Laurier Jan. 30 in the Athletics Centre. The men play at 2 p.m., the women at 4 p.m. If basketball is not your cup of tea, here are some other games you won't want to miss:

- Jan. 27: Volleyball vs McMaster, women at 6 p.m., men at 8 p.m.
- Jan. 28: Men's hockey vs York, 7:30 p.m. on the gold rink.
- Jan. 28: Women's hockey vs Toronto, 7:15 p.m. on the red rink.
- Jan. 30: Men's hockey vs Windsor, 7:30 p.m. □

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South American cycling tour opens windows on the world

by Roberta Franchuk
University Communications

Julie Keenlside and Ray Cislo learned many things last year, and one of them was how to make instant friends in remote areas of South America. Use a bicycle hom.

Recently returned from a year-long cycling trip across the continent, Keenlside, a veterinarian studying towards a master's degree at OVC, and Cislo, a biomedical engineer who graduated from Guelph in 1985, found a hom was their key to breaking through the barriers of diverging cultures.

Objects of curiosity

Dressed in Spandex shorts, helmets and fluorescent jackets, the couple were objects of curiosity whenever they pulled into a town to look for food or set up camp. As far as the locals were concerned, they could have been aliens from outer space. But all the cyclists had to do was let the children play with Keenlside's bicycle hom, and the walls between them came tumbling down.

No strangers to long cycling trips, the duo made a month-long trek in 1990 through Yukon and the Northwest Territories to raise money for the World Wildlife Fund. After that, however, they were looking for a bigger challenge.

"We were typical Yuppies," recalls Keenlside. "We had cars, a house, good jobs. The only thing left to do was have kids and settle down. But we wanted to do something different. We wanted to take a long trip in a foreign country."

Not typical

A little research convinced them that South America was the place to go. The continent appeared more interesting because it was not a typical destination; most "adventure" tourists choose Nepal.

Curiosity was another factor. The couple wanted to investigate for themselves the politics and lifestyles of South America, which often have a bad reputation in Canada.

They also knew it wouldn't be difficult to pick up some Spanish before they left to help them get around in most of the countries they would visit.

They decided to camp and travel by bike for a variety of reasons. "A lot of tourists travel by bus," says Cislo, "but they are confined to the big cities because that's



Julie Keenlside and Ray Cislo take a moment to enjoy the breathtaking scenery of South America's mountains.

where the buses stop. We didn't want to be just another gringo with a backpack looking to exploit the people, which is often how tourists are seen."

They thought bikes would give them freedom to travel the less-seen regions while making them more approachable. And they were right. They drew such crowds in the towns they visited that they soon began calling themselves the Julie and Ray Road Show.

Although the children were fascinated by Keenlside's bicycle hom, it was the cyclists themselves that interested the adults. They were full of questions about the bicycles, the trip and, inevitably, Canada.

Cultural lessons

"We became Canadian ambassadors," says Cislo. "We actually went out and bought maps of Canada and South America, and we ended up giving geography and culture lessons on the sidewalk."

People were also interested in talking about North American economics, forms of government, social security and the price of beer and cigarettes. The reading and research the couple did before leaving home proved useful, they

say, and their Spanish improved dramatically.

Physically, the trip was demanding. It covered more than 10,000 kilometres, much of it on dirt roads. Fully loaded, their bikes weighed 40 to 50 kilograms apiece, more if they carried extra food and water. Travelling southwards through Chile alone took them five months.

On pavement, Keenlside and Cislo could travel 100 km a day, but sometimes the wind was so strong, they barely made 30. They sweated through the hot, humid, subtropical jungles of Brazil, chilled out at -15 C on winter nights on Bolivia's Uyuni salt flats and were waylaid by a volcanic ash windstorm in Argentine Patagonia.

Food, they say, was rarely a problem. Despite eating food from street vendors and drinking the water, they stayed healthy through most of the trip. Only the altitude sickness they developed in northern Argentina and Bolivia, 3,000 to 4,000 metres above sea level, slowed them down for three weeks.

To keep the worst of the symptoms at bay, they took a tip from the natives and chewed coca leaves.

Although the first question most

people ask about the trip is: "Were you robbed?" the couple say they almost never felt in danger, especially in the more remote areas. Most people were quick to offer hospitality, they say.

"People gave so much to us," says Keenlside. "We learned how to give and how to trust, and pretty soon we did it without thinking twice. People gave housing, food and compassion, and we gave ourselves."

Obsessively clean

Although living off their bikes and always being outsiders required a lot of adjustment, so did coming home. Riding from the airport into Toronto, Cislo and Keenlside were shocked at how "white and obsessively clean" everything looked. And they say they're finding it difficult to listen to the amount of "whining" Canadians do.

"It seems that everyone wants

everything," says Keenlside. "People don't know how good they have it here."

What's stayed with them from their trip? "The sense of family that South Americans have," says Cislo. "We've picked up the warmth. We kiss more, hug more. When friends come over to visit, they're not sure what to do." Adds Keenlside: "We've had to get used to the Canadian sense of personal distance."

Most of all, they've come to understand what being a Canadian really means. "Canada is one of the best places to live in the world," says Keenlside. "People have opportunity, wealth, stability, health. Canada is the closest thing to paradise on Earth."

Cislo and Keenlside are available to show slides of their trip and speak to groups. They can be reached at 821-6140. □

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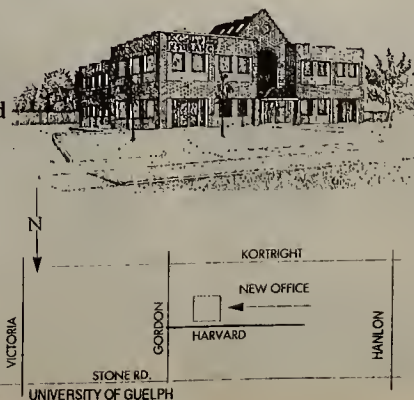
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Ironing board; 22-inch color TV; couch with matching chair; Technics SL-BD20A turntable, never used, 824-9982.

Sectional couch, neutral colours, seats five, Lesley, Ext. 2848 or 823-5354.

New office wood and laminate table, Robert or Ivan, Ext. 8260.

Gramophone and western saddle, Rick, 837-1698.

Smith-Corona wordprocessor/typewriter, eight-line text LED display, disk drive, manuals, ribbons, 766-9048 after 6 p.m.

For rent

One-bedroom furnished apartment in house, private entrance, central air, appliances, laundry facilities, parking, non-smoker, available Feb.

1, \$540 a month inclusive, 763-2632.

New three-bedroom furnished apartment, close to campus, parking, available Jan. 25, non-smokers, no pets, \$795 a month or rent by the room for \$265 to \$275, Jane, 836-6862.

Furnished three-bedroom house, west end, appliances, non-smoker, no pets, available May 1, \$1,200 a month, 763-3231.

Available

Child care in country home, south of Clair Road, infants welcome, non-smoker, references available, 821-8066.

Data inputting using WordPerfect, on disk or on paper, 821-5502.

Wanted

Used turntable to play LPs, 45s, Ext. 3504.

Used XT or 286 computer in good condition, Ruth, Ext. 8707.

Piano teacher, preferably in south end, Ext. 6081 or 836-8137 evenings.

Exercise bike, heavy bag, Ceska, Ext. 6690 or 821-7056.

Human Resources

Appointment

Doug Blain will change employment from senior analyst to computing centre manager in Computing and Communications Services Feb. 1.

Retirements

The following employees have recently retired: Ted Jentink of Animal-Care Services, John Tofflemire of Computing and Communications Services and Prof. Doug Morrison, Animal and Poultry Science.

Job opportunities

As of Jan. 22, the following opportunities were available:

Animal Health Technician, Veterinary Teaching Hospital, part time. Salary: \$15.70 to \$17.54 an hour.

The following positions were available to on-campus employees only:

Computer Co-ordinator, Hospitality/Retail Services. Tentative salary range: \$14.44 minimum; \$18.05 job rate; \$21.66 maximum.

Agricultural Assistant, Arkell Poultry Research Centre. Salary range: \$13.81 minimum; \$17.26 job rate (Level 5); \$20.72 maximum.

Secretary to the Chair, Microbiology Department. Salary range: \$12.60 minimum; \$15.75 job rate (Level 5); \$18.90 maximum.

Special Events Co-ordinator/ War Memorial Hall, Student Housing Services. Salary: \$14.44 minimum; \$18.05 job rate (level 5); \$21.66 maximum.

It is U of G's policy to give prior consideration to on-campus applicants. To determine the availability of campus employment, visit Employment Services and Training on Level S of the University Centre or call 836-4900.

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Notices

Call for top pros

The U of G Faculty Association is looking for nominations for its annual teaching awards and academic librarianship award. The association offers a distinguished professor award for each college, two special merit awards for innovation and one award for academic librarianship. Nominations must be in by Feb. 19; supporting material is due March 12. The awards will be presented in May. For more information, call the UGFA office at Ext. 2126.

Convocation parking

To accommodate guests attending convocation Feb. 5, parking lots P23 and P24 next to the Textiles Building and P44 by Johnston Hall will be reserved. Alternative parking for regular users is in P19, P17 and P7.

Homecoming forum

Students, faculty, staff and alumni are invited to attend an open forum to discuss ideas and plans for Homecoming weekend Feb. 2 at 5 p.m. in the Hall of Fame Lounge in the Athletics Centre.

Working abroad

International Education Services (IES) will hold four workshops over the next month to discuss working and studying abroad. Moderated by Jana Janakiram, the free hour-long sessions begin at 1 p.m. Workshops are scheduled for Feb. 11 in Room 333 of the University Centre, Feb. 18 in UC 334, Feb. 25 in UC 333 and March 4 in UC 335. To register, call Ext. 6918.

The business of ethics

The Rotary Club of Guelph is co-ordinating the conference "Ethics in the '90s." to be held Feb. 11 from 12:30 to 5 p.m. at the Arboretum. Keynote speaker is William Dimma, deputy chair of Royal LePage Limited, who will discuss "Greed, Ethics and the Human Condition." Retired political studies professor Henry Wiseman will chair a round-table discussion. Cost is \$30. Registration deadline is Feb. 5. For more information, call Brian Skerrett at 821-9251 or John Valerieote at 837-0300.

A touch of Scotland

The Faculty Club's annual Burns Supper is Jan. 29 and will feature recitations by Prof. Ian Duncan, Animal and Poultry Science, and College of Social Science Dean David Knight. Tickets are \$20 per person and can be reserved by calling Ext. 8578.

Show your fashion

The College Royal Fashion Show needs costumes and designers. Men's and women's clothing is needed, along with people who can sew, knit or design. Call Jennifer at Ext. 77290 or Christine at Ext.

79324. An information meeting will be held Jan. 28 at 5:15 p.m. in Room 305 of the MacKinnon Building.

Images of nature

Images of Southern Ontario and other parts of Canada by local photographer George Pohoral are on display at the Arboretum.

Development workshop

A workshop for African students in Ontario will be held on campus Feb. 19 to 21. "Training for Participatory Development" offers hands-on skills in project design and management, stressing the importance of community participation and sustainability. The workshop has 30 places available for African students, five for Canadian and other non-Africans. Cost is \$40. Call 767-5048 to register.

HAFA celebrates

The School of Hotel and Food Administration celebrates HAFA Week Feb. 4 to 6. A special highlight is a hockey game pitting students against alumni Feb. 6 at 2 p.m. on the red rink at the campus arena. Everyone is invited to take a tour of the University's athletics facilities at 1:30 or 3:30 p.m., leaving from the Gryphs Lounge.

It's talent time

College Royal's Talentfest '93 seeks aspiring performers. Anyone who is part of the University community is welcome to audition. Sign up at the College Royal Office in Room 235 of the University Centre or call Angela at Ext. 77721 or 76534.

CIDA awards

The Canadian International Development Agency offers 50 awards for Canadians wishing to increase their expertise in international development. Deadline for applications is Feb. 15. For more details, visit International Education Services on Level 4 of the University Centre.

Edinburgh seminar

The University of Edinburgh's Centre of Canadian Studies will host a seminar and panel discussion March 23 on "Analysing and Visualizing the British Empire." Discussion will focus on the writing project "The Illustrated History of the British Empire." Details are available from the British Empire History Seminar, 21 George Square, Edinburgh EH8 9LD, Scotland.

IDRC institute

The International Development Research Centre will hold a summer institute on international development July 25 to Aug. 8 in Costa Rica. Application deadline is Feb. 15. For more details, visit International Education Services on Level 4 of the University Centre.

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Calendar

Thursday, Jan. 28

Concert - Pianist Emily White performs in the Department of Music's noon-hour concert. The 12:10 p.m. program includes Chopin's *Polonaise in F Sharp Minor, Op. 44*; the 1:10 p.m. program features *Four Songs* by Schubert-Liszt and *Overture to Tannhauser* by Wagner-Liszt. Concerts are in MacKinnon 107. Admission is free.

Teaching Workshop - "Creating and Using Instructional Videos" is the topic at noon in Richards 124.

Development Workshop - "Is Development for You?" is the topic of a workshop aimed at helping participants identify the skills they possess and need for development work. It runs from 5 to 7 p.m. in UC 332. Cost is \$4. To register, call Ext. 6915.

Women's Studies Lecture - Glenda Simms, president of the Canadian Advisory Council on the Status of Women, speaks on "The Challenge: Reclaiming Feminism" at 8 p.m. in MacKinnon 120. Admission is free.

Friday, Jan. 29

Nutritional Sciences Seminar - "Dietary Fat Regulation of Hepatic Gene Expression" is outlined by Donald Jump of Michigan State University at 11:10 a.m. in Animal Science and Nutrition 141.

Concert - Moxy Fruvous returns to Guelph for a concert at 8 p.m. in War Memorial Hall. Tickets are \$14 general, \$12 for U of G students, and are available at the UC box office.

Saturday, Jan. 30

Women's Self-Defence - A two-session basic course in Wen-do runs today and Feb. 6. Cost is \$25. To register, call the Women's Resource Centre at Ext. 8559.

Theatre in the Trees - A dinner theatre production of *The Man Most Likely To . . .* by Joyce Rayburn opens tonight at the Arboretum Centre. Doors open at 6 p.m., the buffet is at 6:30 p.m. and the show begins at 8 p.m. Tickets are \$39.50 plus GST and are available at the UC box office, Ext. 4368. For table reservations, call Ext. 2113.

Worship

United Church minister Lori Edey, a pastoral counsellor and chaplain at the Homewood Health Centre, will speak on "Spirituality and Addictions" Feb. 2 at noon in the UC courtyard.

Catholic mass is celebrated Sunday at 10:10 a.m. in Thombrough 164, Monday and Tuesday at 12:10 p.m. in UC 533 and Thursday and Friday at 8 a.m. in UC 533.

The Open Door Church, offering services for a creative, worshipping, searching community (Anglican/United/Presbyterian), runs Sunday at 11 a.m. in UC 442.

Midweek - A Time with God provides an opportunity for reflection and meditation Wednesday at 12:10 p.m. in UC 533.

The Student Christian Movement meets to discuss politics, society and spirituality Tuesday at noon in UC 335.

The Lutheran Student Movement meets Friday at noon in UC 444. □

Sunday, Jan. 31

The Arboretum - Explore the nature reserve during the Sunday afternoon walk, leaving the nature centre at 2 p.m.

Monday, Feb. 1

Women's Resource Centre - "Everything You've Always Wanted to Know About Lesbians But Were Afraid to Ask" is the topic at noon in UC 107. The talk will be followed by a question-and-answer period.

The Arboretum - This week's instalment of the gardening series "A Practical Approach to Home Gardening" investigates the plant world around the home. "The Green World: Getting Out of the Ground" begins at 7:30 p.m. at the Arboretum Centre. Cost is \$12 per session.

International Student Forum - International student adviser Don Amichand leads a discussion on the social integration of international students at noon in UC 335.

Tuesday, Feb. 2

Our World - International Education Services will launch an orientation package for students travelling and working overseas at noon in UC 442.

The Arboretum - A workshop on "Growing Native Trees from Seed" runs from 9 a.m. to 4:45 p.m. at the Hilton Centre on College Avenue. Cost is \$85. To register, call Ext. 2113.

Wednesday, Feb. 3

Biochemistry Seminar - Mary-Anne Watt, Chemistry and Biochemistry, explains "Genetic Characterization of the *Pasteurella Haemolytica* A1 Glycoprotease" at 12:10 p.m. in MacNaughton 222.

Gerontology Seminar - "Paying Family to Care for the Elderly: Who Benefits?" is the topic of family studies PhD student Janice Keefe at 12:10 p.m. in UC 429. **Plant Biology Seminar** - Frank Ewers of Michigan State University explores "The Ecological Significance of Wood Structure" at 3:30 p.m. in Axelrod 117.



Percussionist Trichy Sankaran will perform at the Department of Music's Feb. 4 noon-hour concert.

Third-Age Learning - TAL-Guelph's winter lecture series for retired people continues with zoology professor Keith Ronald and Jane Dougan of the Arboretum discussing "From the Global to the Individual" at 10 a.m. and retired English professor John Bligh on "Gods and Heroes in the Tragic Dramatists" at 1:30 p.m. Lectures are in the Arboretum Centre. Admission for single lectures is \$2.50.

Food for Thought - This seminar series on the changing agriculture and food system focuses this week on "Hard Times on the Farm: The Human Cost" with Brian Ireland. The talk begins at 12:10 p.m. in Animal Science and Nutrition 141.

Thursday, Feb. 4

Development Workshop - Graduate students Clare Wasteneys and Kathy Marshall lead a workshop on gender issues for anyone who might be working on development projects or research abroad. It runs from 9 a.m. to noon

in UC 334. Cost is \$4. To register, call Ext. 6915.

Pathology Graduate Seminar - Jeff Caswell presents information on the immunopathogenesis of canine demodicosis at 11:10 a.m. in Pathology 2152.

Concert - South Indian percussionist Trichy Sankaran, a professor of Indian music studies at York University, performs on the

mrdangam (double-headed drum) and the kanjira (tambourine) at 12:10 and 1:10 p.m. in MacKinnon 107. Admission is free. At 3 p.m., Sankaran will give a rhythm workshop in MacKinnon 107.

Friday, Feb. 5

Nutritional Sciences Seminar - W.T. Cave of the University of Rochester leads a seminar on "The Role of Dietary Lipids in Mammary Tumorigenesis" at 11:10 a.m. in Animal Science and Nutrition 141.

Current Issues in Agriculture - Tom Lavrih of PROUT presents an alternative socioeconomic outlook with "Progressive Utilization Theory, Agriculture and the World Economy" at 3:10 p.m. in Crop Science 117.

Saturday, Feb. 6

The Arboretum - See whoooo goes there on the Night Stalker's Owl Prowl beginning at 7 p.m. Arboretum staff lead an extensive outdoor look at the behavior and adaptation of owls. Cost is \$2.50 for adults, 75 cents for children. Register at Ext. 2113.

Sunday, Feb. 7

The Arboretum - Come out and celebrate Arboretum Day with nature walks at 1 and 3:30 p.m. and a concert by the Playford Players at 2:30 p.m. Admission to the concert is \$3.



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Arboretum director Alan Watson, second from left, points out a bird species not spotted before in the Arboretum to, from left, Jane Robinson, Owen

Roberts of the Office of Research and naturalist Chris Earley at the recent annual winter bird survey.

Photo by Sherry MacKay, Office of Research

Wild bird survey turns up record number of species at Arboretum

by Owen Roberts
Office of Research

Bird watchers sighted a record 23 species — including a flock of robins — during The Arboretum's 14th annual winter bird survey.

Led by Arboretum director Alan Watson and naturalist Chris Earley, 26 participants, ranging from youngsters to senior citizens, traversed about six kilometres of trails through The Arboretum and Victoria Woods during the three-hour excursion.

Among the species sighted for the first time were three glaucous gulls, which are distinguished from other gull varieties by their lack of other colors or striping on their wings or elsewhere, and two house finches. A northern flicker, also a first for the survey, was heard in Victoria Woods.

Participants also observed a flock of robins that had been charted just once before, in 1990.

"Though it seems odd that robins are around on one of the coldest days in January," said Watson, "a good supply of buckthorn berries and a bit of open water provide these birds with enough resources to last the winter."

The 1993 total of 23 species is four more than was sighted in 1990, the previous record year. Other species seen this year include the white-breasted nuthatch, golden-crowned kinglet, cedar waxwing, northern cardinal, American tree sparrow,

dark-eyed junco, purple finch, American goldfinch, red-tailed hawk, ringed-billed gull, herring gull, rock dove, mourning dove, downy woodpecker, blue jay, American crow and black-capped chickadee.

Bird surveys are important because they provide information about the environment, said Watson.

"The kind of bird species seen may tell us of winter conditions here and farther north, and the number of individual birds seen may reveal information such as whether the last breeding season was a good one."

The Arboretum also conducts a warbler workshop in the spring and a survey of summer-breeding birds in June. □

Around town

Marketing tips

Steve Currie of Peat Marwick Thorne shares tips on marketing and developing new business contacts at the Guelph Women in Networking's monthly meeting Feb. 2 at 6:30 p.m. at the Guelph Holiday Inn. For reservations, call Mary McLean at 763-9745.

Build your network

The Networking Women's Conference come to Guelph Feb. 26 and 27, sponsored by the Guelph Women in Networking. Workshops include "The Seven Mistakes That Can Kill Your Business and How to Avoid Them" and "Professionalism and Success Strategies." Registration is \$75. Display tables can also be rented. Call 821-4645 for information.

A comedy tonight

The Guelph Little Theatre's production of *Noises Off!* by Michael Frayn opens Feb. 18 and runs to March 6. Tickets are \$10 for adults, \$7.50 for seniors on Thursdays. Call the box office at 821-0270 for dates and times.

Chamber music

The Suzuki chamber music series continues with a gala concert Feb. 14 with David Gillham and Catherine Sugden on violin, along with Concorde, the advanced string orchestra of the Guelph Suzuki School. The program includes works by Brahms and Vivaldi. Tickets are \$15 for adults, \$10 for students and seniors. The concert begins at 3 p.m. at Chalmers United Church, 50 Quebec St. □

UGAA seeks nominations

The U of G Alumni Association (UGAA) seeks nominations for its annual recognition awards.

The Alumni Medal of Achievement goes to a graduate of the last 15 years for contributions to country, community, profession or the world of arts and letters. The UGAA recognizes an Alumnus of Honor for significant contributions to community service, science, education, business, industry, the arts or alumni affairs.

Nominations should be sent by March 5 to the UGAA nominations committee, care of Carla Bradshaw in Alumni House. For nomination forms and information, call Bradshaw at Ext. 6657. □

Directory goes on-line

by Roberta Franchuk
University Communications

Letting your fingers do the walking has just become a little easier since the U of G telephone directory went on-line this week.

The directory is now available to anyone with access to the newest version of the University's MASLO system on or off campus, and contains the latest telephone listings for faculty and staff plus electronic mail addresses.

The system will let you search for people by first or last name or by part of a name. You can also search by telephone extension to find the name of the person who left you the indecipherable message on your PhoneMail.

A search will give you the name of the person you want, his or her department, the electronic mail (EMAIL) address and the phone number. A space for fax number has also been included, but will not be filled in until the system is refined further, says Garry Tatum, head of Telephone Services.

Searching the directory is simple and should take no longer than it would to find a phone book on your desk.

First you must access MASLO version 8.0. The MASLO menu includes a choice labelled UGDIR; selecting this choice puts you into the on-line directory. Type in a name, first or last, to search (capital letters don't matter). If you only know part of the name, you can type that part in, followed by an asterisk. SMIT* will find all the people named Smit, Smith, Smithers or other names beginning with that prefix. The list of names found

will appear on the screen.

A particularly useful feature is the directory's ability to search by extension number. In the screen that asks for the name, type the command OFFICE_PHONE=xxxx (where '_' is the underscore key above the hyphen and 'xxxx' is the four-digit extension.) The name of the person at that extension will appear.

An on-line directory will let people find telephone numbers faster and more accurately, says Tatum. As more people on campus gain access to the system, the use of printed telephone books will decrease, he says.

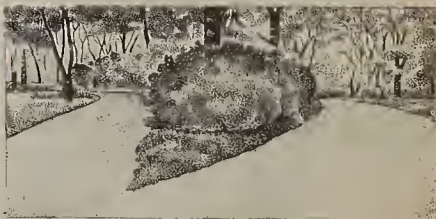
The system has been in place only a short time, and refinements will be made in the future. You can't, for example, search for department names, but these may soon be included on the system. Student names and numbers may also be added to the directory.

Directory listings are updated continuously by Telephone Services. Changes, corrections or additions to listings, such as new EMAIL addresses, should be filled out in the forms in the back pages of the current directory and sent to Arlene Weller at Telephone Services.

People on EMAIL can send the information to her at Arlene@telserv.ccs.uoguelph.ca.

The MASLO version 8.0 is the only one capable of accessing the system. If you are connected to the high-speed network, you should already have access to this version. If not, you can obtain a copy from the help desk in Computing and Communication Services, which is located in the Vehicle Services building, Ext. 8888. □

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At Guelph

University of Guelph, Guelph, Ontario

Volume 37 Number 4

Feb. 3, 1993

Thought for the week

People occasionally stumble over the truth, but most of them pick themselves up and hurry off as if nothing had happened.

Sir Winston Churchill **Re-Discover DOWNTOWN GUELPH**



Oh, brother!

Big Brothers volunteer Randy Krainock of OVC and his little brother, Wade Hunt, share a passion for sports, including hockey games at the campus arena. See page 8. Photo by Roberta Franchuk

Student reaction mixed to CSA restructuring

by Scott McNichol
University Communications

Student reaction is mixed following the Central Student Association's (CSA) decision last week to adopt a restructuring plan that will cost \$32,000 over the next year.

Under the new structure, the CSA will add two new paid executive positions to the current four paid positions on its board of directors, will make a change to official titles and will extend the power to vote on the board to elected representatives from Interhall Council, Senate, Board of Governors, the Ontario Public Interest Research Group and the Guelph Campus Co-operative.

The changes will be effective May 1, 1993, following the CSA general elections March 22 to 27.

"I'm delighted this was approved," says CSA president Nona Robinson. "We hope the CSA will now be more responsive to student needs."

Kimberly Rankin, vice-president of Interhall Council, says giving Interhall a vote "will be a great asset to students in residence." A member of several student and administration committees, she applauds the changes.

But some students aren't happy with the changes, especially the addition of two new paid executive positions. The positions will each be paid \$16,000 a year, the same as current board members.

why there is a need for change.

The current CSA board is made up of four executive positions: president, vice-president internal, vice-president external and vice-president activities. In place of a president, the new structure calls for a CSA spokesperson, who will be the association's most visible public figure and will be responsible for initiating new projects.

Make more contact

Robinson says that without the responsibilities of finances and office management, which will be taken up by a new position of finance and operations commissioner, the spokesperson will have more time to get out and make contact with students.

"With a member of the executive whose main function is talking to students, there will be a huge difference," she says.

The current position of vice-president external will be divided into external affairs commissioner and local affairs commissioner. Robinson says this reflects the need to have someone who can concentrate solely on interaction between U of G and the city.

The external affairs commissioner will continue to work with the Ontario Federation of Students, the Canadian Federation of Students and the provincial and federal governments.

The duties of the internal and activities vice-presidents will remain essentially the same, except for a change in titles to internal commissioner and activities commissioner.

All the new titles reflect the CSA's non-hierarchical approach, Robinson says.

A change in meeting times is also a feature of the new structure. Board meetings will be held every other Wednesday at 5:15 p.m. throughout the semester. The CSA commissions will meet on alternate weeks at the same time.

"There will be problems along the way," admits Robinson, who says she is not seeking re-election. "But it's a move to change, a change for greater student awareness of the CSA. It's now up to the student members of the CSA to elect an executive and board who will fulfil their expectations."

Nominations for the new positions open Feb. 8 and end Feb. 18. Nomination forms and job descriptions are available at the CSA office in UC 273. □

Can't understand

Fourth-year biology student Leon Hall says that although he likes the extended voting powers for the board, the plan to add two new executives "is the most foolish move they can make right now." He says he can't understand why, at a time when the CSA is just starting to make money, it wants to spend more.

Second-year political science student Kim Groenendyk says she, too, cannot understand how the CSA can add new positions when it appears that current members are doing little for students.

"We were tired of hearing that people in the CSA are a bunch of idiots on the second floor who do nothing," says Robinson. "The most common complaint about the CSA is that students don't know what we do. It's difficult to both work for students and have the time to tell them about it."

She says comments criticizing the association's role are precisely

750 to graduate at winter convocation

About 750 students will graduate at four convocation ceremonies to be held in War Memorial Hall Feb. 5 and 6.

Former Guelph academic vice-president Howard Clark will

receive an honorary doctor of science degree Feb. 5 at the 10 a.m. ceremony. Now president and vice-chancellor of Dalhousie University, Clark will address students graduating from the colleges of Biological Science and Physical and Engineering Science.

Renowned historian Alison Prentice will receive an honorary doctor of letters degree at the 2:30 p.m. ceremony. A faculty member at the Ontario Institute for Studies in Education, she will deliver the convocation address to graduates of FACS and the College of Arts.

At the same ceremony, retired English professor James Harrison will be named professor emeritus.

At the 7:30 p.m. ceremony for College of Social Science stu-

dents, Prof. David Knight will give his first convocation address as dean of the college.

The final ceremony Feb. 6 at 10 a.m. is for graduates of OVC, OAC, the University School of Rural Planning and Development and the College of Social Science. At this ceremony, retired animal and poultry science professor Doug Morrison will be named professor emeritus and will address the graduating class. Retired pathology professor Bruce McCraw will receive the Medal of Merit.

Robbing up for convocation is in the lower lounge of War Memorial Hall. After each ceremony, there will be a reception in Peter Clark Hall for the graduates and their guests. □

Inside:

- Policy clarifies role of chairs 2
- Equine Research Centre receives \$400,000 gift 3
- Do your heart good 5
- Calendar 7

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Letters to the editor

Merger law unnecessary

The press release that formed the basis for *At Guelph's* Jan. 13 account of the proposed merger of the Canada Council, the Social Sciences and Humanities Research Council (SSHRC) and the international academic and cultural programs of the Department of External Affairs is in at least two respects grossly misleading.

Far from strengthening the traditional arm's-length relationship between government and cultural or research agencies, the merger legislation (Part 3 of Bill C-93) actively subverts it by requiring the new council to "take into consideration the foreign policy of the government of Canada."

Equally dubious is the claim that the new council's governing council can be trusted to protect the interests of the arts and research communities. Bill C-93 says council members should be "broadly representative" of the new Canada Council's goals. But there is no requirement that they have any special expertise or reputation in the humanities, social sciences or arts.

Against SSHRC's advice, the legislation says council members will be paid for the meetings they attend, which raises the interesting possibility that our present government regards this council as an instrument of political patronage. The likelihood that,

before the next election, this council will become a dumping ground for superannuated party bagmen and belly scratchers is increased by the fact that Bill C-93 makes no provision for parliamentary oversight or approval of council appointments.

There is nothing, then, to prevent the government from stacking the council (as the Reagan and Bush administrations did in a quite scandalous manner with the advisory council of the U.S. National Endowment for the Humanities) with people whose opinions — or rather prejudices — on cultural matters happen to coincide with its own.

In addition, according to senior Ottawa sources, the social sciences and the humanities will be represented by only six members of the 21-member council. (Six other members will represent the arts, three or four more will represent the domain of international relations — a constituency consisting, one presumes, of scholars and artists who particularly enjoy foreign travel — and the remaining five or six members will represent "the public.")

The prospect of a council where only 12 of 21 members are to be representatives — and not necessarily distinguished ones — of the productive areas the council serves in the arts, humanities and social sciences is not encouraging.

One last point. Bill C-93 says the new council is to "foster, promote, sponsor and assist the study and enjoyment of, and the production of works in, the arts" and "to promote, sponsor and assist research and scholarship in the social sciences and humanities." Omission of the word "foster" in that second clause is presumably one sign (there have been others) that the federal government intends to withdraw support from doctoral fellowship programs.

The government is pushing its merger legislation through in the face of vehement opposition from the Social Sciences Federation of Canada, the Canadian Federation for the Humanities and many

scholarly associations that are members of these umbrella groups. This legislation is both ill-conceived and unnecessary. The government's determination to pass it in the current session of Parliament is one more expression of its contempt for the research functions of our university system.

Prof. Michael Keefer, English
President, Association of
Canadian College and
University Teachers of English

The stamp of appreciation

I want to thank the many people who responded to my recent request for donations of used postage stamps in aid of the Milk for Cuba campaign.

I have just mailed a cheque for \$55 as the first instalment of a contribution to the campaign. It's not too late to add to this; donations of used stamps can still be made to me in the Department of Consumer Studies. I will look after their sale and send the money to the Milk for Cuba campaign in Toronto.

Prof. John Pratschke
Consumer Studies

No hope of catching up

After reading the Jan. 13 *At Guelph* story "Three Staff Groups Settle for One Per Cent," I would like to remind the campus to be sensitive to the fact that exempt employees make 4.6 per cent less than U of G Staff Association employees, with no hope for catching up in the foreseeable future.

I would also like to point out that the story contained a half-truth. I was at the meeting of the Exempt Group on Jan. 8, and the settlement was already cut and dried. Members had no opportunity to vote on it.

Dorothy Collins
Office of the Academic
Vice-President

New faculty policy clarifies role of chair

by Roberta Franchuk
University Communications

U of G has taken a step forward in its examination of the role of departmental chairs with the adoption of a new faculty policy governing the responsibilities of the position.

The new policy was approved by Board of Governors in November and is "a real improvement over the old faculty policy in terms of the responsibilities and dimensions of the role," says Prof. Bryan Henry, chair of the Department Chemistry and Biochemistry. He is one of the members of the original committee that began to examine the role of chairs in 1989.

A complete list of the responsibilities and regulations governing the role of the department chair and school director is contained in the new policy. This includes an emphasis on personnel management and academic and administrative responsibilities.

By recognizing the specific challenges of the job, those who developed the policy hope to allay the concerns of faculty who might apply for the position. "No one could take the job and claim they didn't know what they were getting into," says Henry.

"The original faculty policy on chairs was so sparse, it did not give much feeling for the full range of responsibilities of a chair in this day and age," says Prof. Robin Ollerhead, chair of the Department of Physics and chair of the subcommittee of the Joint Faculty Policies Committee

(JFPC) that presented the policy in its final form.

The new policy still recognizes that the duties of a chair will vary to some degree in individual departments, but emphasizes that some characteristics are common to all successful chairs.

Although the new document is "something of which the University can be justifiably proud," says Henry, there are still aspects of the chair position that have not yet been dealt with.

This was made clear as early as 1989, when the Council of Chairs formed a committee to look into the role of chair. The committee's final report was presented to the council in 1991 and included discussions of administrative structure, remuneration and the role of associate chairs. This document went to the Vice-President's Advisory Council and the JFPC.

After consultations and changes, the JFPC sent the section on responsibilities and regulations forward as the new faculty policy. But work is still under way on the other recommendations of the original report, says Henry. The need to look at the role of administrative officers, for example, was seconded by Phase 3 of the internal review.

Less movement has been seen towards giving chairs more support for research, bringing the reward structure more in line with level of responsibility, encouraging the appointment of associate chairs or giving newly appointed chairs training in personnel management skills — all areas identified by the original report. □

Letters welcome

At Guelph welcomes letters to the editor. Letters must be signed and should be submitted by Thursday at noon — on disk in WordPerfect if possible. For author verification, please provide a telephone or fax number. □

Correction

The Jan. 27 issue of *At Guelph* incorrectly listed the titles of two employees of the Registrar's Office. Bob Auger is the assistant registrar for academic programs; Alex Goody is the assistant registrar for academic records. □

At Guelph

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Andrew Clarke, director of the Equine Research Centre, and Honesty, a yearling who resides at the centre, offer their thanks to Mona Campbell for establishing a new fund in equine research.

Photo by Sherry MacKay, Office of Research

Puslinch farm establishes fund for research on mares and foals

The Equine Research Centre received a boost last week with the creation of the Mohill Mare and Foal Initiative Fund by Mona Campbell of Mohill Farm in Puslinch.

Campbell has donated \$400,000 over four years to establish the fund, which will support a major international research and information program on mares and foals, especially newborns. The program will include publication

of the proceedings of an international meeting on newborn foals, production of educational videos, annual seminars for horse owners, collaborative international studies and the training of a Canadian PhD student.

ERC director Andrew Clarke says a major focus of the program will be to get information out to where it's needed most — those involved in the care and treatment of mares and foals. "This initia-

tive will place Canada in the forefront of international achievement in this area," he says.

Campbell and her family have been involved in showing and breeding horses for many years. Mohill Farm built a reputation for breeding with an Irish thoroughbred stallion called Dry Whistle, which was named Grand Champion Stallion at the Royal Winter Fair in 1967. Since then, the farm has won numerous awards. □

No turning back for women, says Simms

by Roberta Franchuk
University Communications

Feminism is not dying, despite the efforts of the media and those in power to paint it as an enemy, Glenda Simms told a crowd of students, staff and faculty Jan. 28.

President of the Canadian Advisory Council on the Status of Women, Simms was invited to speak on "Reclaiming Feminism" at the last talk in the women's studies lecture series for 1992/93.

She reminded the audience that the formation of the women's movement marked a significant turning point in the history of women in North America. Now that some women — predominantly white women — have made some advances in their drive for political, social and educational equality with men, messages are appearing in the media that feminism has fulfilled its mandate and is now in its death throes, she said.

Women are told that feminism makes them "miserable, unmarried, infertile and unstable," that it is an attack against motherhood and families. Because women still have not reached full equality and because many can neither live by the rules nor rewrite them, they may fear that feminism has lost its power to help them and turn their backs to it, said Simms.

"Feminism is so feared, so

maligned and misunderstood, that some feminists have made a career out of denying that they are feminists."

The media have spotted this trend and used it to divide women against each other, she said. But feminists must continue to fight oppression wherever it occurs and must be committed to working for change for all women, she said. They must also continue to talk to other women and make sure that fighting racism becomes a strong part of the feminist movement.

"The influence of feminism will continue to become stronger," she predicted. "It will include young women, women of all racial and cultural backgrounds, lesbians. There is no going back, even though we are constantly bombarded by media hype. . . . We women have struggled and will not turn back."

Simms, who is on leave from the faculty of education at Nipissing University in North Bay, was appointed president of the advisory council in 1989. She has written extensively on feminist, social, educational and political issues and is a founding member of the National Organization of Immigrant and Visible Minority Women of Canada.

In 1988, Simms was among the first Canadians to receive the Citation for Citizenship. □

New PSA chair aims to boost membership, raise profile

by Roberta Franchuk
University Communications

Kath Beaven takes over as chair of the Professional Staff Association (PSA) at a time when the group has matured and is consolidating its strengths.

Besides settling its ongoing salary and benefits negotiations with the University, the PSA will be concentrating on increasing membership and raising its profile in the coming year, says Beaven, who is assistant to the director of the Centre for International Programs.

"We've had a topsy-turvy year, but it's one of the most exciting years because of the expanded group," she says, referring to the addition of the professional/managerial group of employees to the ranks of the professional staff. "We're now going to identify and focus on the direction and strengths of the group. Next year, we will see some real movement."

As a member of the PSA executive for the last four years of its 11-year existence, Beaven is gratified to see the recognition the association has achieved from the administration. In-



Kath Beaven

clusion of PSA representatives on committees is now a matter of routine, thanks to the efforts of executives past and present, she says.

This year, the association will concentrate on bringing in more members. Currently, about 320 of the more than 500 professional staff on campus belong to the PSA. Beaven believes the membership drive will be successful because "people are very, very interested in banding together to make progress." Members have access to the

PSA's resource library, which is overseen by office manager Tracy Spall in Room 532 of the University Centre. The association also plans to organize social and educational events, such as seminars on financial planning.

The PSA is committed to keeping information flowing freely between the administration and professional staff, aided by the members who volunteer their time to sit on University committees, says Beaven.

Other members of the 1992/93 executive include past chair Adrian DeLyzar, Graduate Studies; vice-chair Gerri Bos, Data Communications; treasurer Philip John, Animal and Poultry Science; and secretary Ruth Gillespie, U of G Library. Members-at-large are Lis Pieper, Veterinary Teaching Hospital; Owen Roberts and Jeff Schieck, Office of Research; and Dave Brice, Computing and Communications Services.

"The dynamics of this group are fantastic," says Beaven. "They are all enthusiastic and well-focused. It makes a nice group to work with." □



Not wanted on the elevator

Mascot Griff and Wellness Centre peer helpers will be standing guard at the elevators in the University Centre Feb. 5, encouraging staff and students to use the stairs. The elevator challenge is part of Heart Month.

Photo by Roberta Franchuk, University Communications

Student speak



by Scott
McNichol

Job hunt is on

The annual job search is on for students looking for summer work and graduates looking for permanent positions. What's the key to getting a job? Skills and research, says Beverly Gilbert, supervisor of the Career Centre on Level 3 of the University Centre.

Through the centre, students can learn some of the skills needed to capture a job, including resume writing, letter writing and preparing for an interview. The centre also provides a good resource for available jobs and agencies.

Gilbert says students should take

advantage of the centre's courses before they graduate because of the cost. The resume-writing course, for example, is \$5 for students and \$20 for non-students. "And as soon as you graduate, you're a non-student," she says.

The centre offers an up-to-date job board as well as a graduate referral service that allows subscribers to be computer-matched to any permanent jobs they may be interested in. Cost to join the referral service is \$60 a year.

To increase their chances of finding a job, students should start looking early — as soon as they come back to school in September, says Gilbert. A number of government representatives start recruiting at that time, she says. Provincial government representatives will be on campus around the first week of March.

The Career Centre is open weekdays from 8:30 a.m. to 4:30 p.m.

Banking on it

The Guelph Food Bank recently received a cheque for \$217.56 from the campus fraternity Delta Upsilon. The money was raised during the fraternity's first charity barbecue, held in co-operation with the chapter's pledge class, Mills Hall and several local businesses. Chapter president Michael Nolan says the fraternity has had a long relationship with the food bank, with several members doing volunteer work there.

Violations penalized

A total of 30 students were found guilty of non-academic violations on campus last semester, says hearings officer Andrya Shulite.

The students broke regulations contained in the student rights and responsibilities handbook, which spells out standards of behavior expected of U of G students.

Violations included making harassing phone calls, being in possession of a stolen parking permit, damaging University property,

setting a fire and throwing an object from a residence window. Penalties for the offences included probation and fines ranging from \$25 to \$200.

Violations of Guelph's conduct regulations are judged by the campus Judicial Committee, made up of students and faculty. These violations do not include on-campus offences that are dealt with through the criminal justice system.

A residential experience

Kimberley Rankin, a fourth-year drama and English student, is this year's vice-president of Interhall Council.

She's been involved with Interhall for the past three years, as well as taking a full course load each semester. In past years, she has served as residence social con-



Kimberley Rankin

venor and president of East Residences.

"It's a lot of fun," says Rankin. "You get to know a lot of people." Interhall reps can do much for students — from voicing their concerns to helping them adapt and feel accepted into the University community, she says.

Interhall Council is made up of elected volunteer students in residence. There are 11 hall presidents and six executive members. There are also floor reps in each residence to help hall presidents.

Hall presidents and executive members have to sit on at least two committees within the University administration. Rankin is on the Residence Budget Committee and Residence Admissions Board. She also attends the Central Student Association board of directors meetings.

Rankin doesn't consider the time commitment great considering the importance of her efforts. In her spare time, she enjoys singing and getting out to the Athletics Centre whenever she can. □

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Peer helper program now recruiting

by Roberta Franchuk
University Communications

Students helping students. That's what U of G's peer helper program is all about.

It's about students helping other students find jobs, handle crises, improve their health, join clubs and perform many other activities.

Guelph's peer helper program began in 1984. The first 12 students were recruited to work at the Connection Desk, the place on the third floor of the University Centre where students can get information about classes, buildings, academic procedures and other matters.

Since then, the program has expanded to include 97 peer helpers working in more than 20 areas,

including the Counselling and Student Resource Centre (CSRC), the office of the sexual harassment advisers, the Wellness Centre and the Central Student Association.

Helping peers develop skills is an important aspect of the program, and positions are designed to meet the needs of the individuals. Peers may be involved in giving information, offering help with writing or resumes, helping with displays and activities or anything else that an area requires.

The peer helper program has been a great success, says program co-ordinator Laurie Schnarr of CSRC. Demand for helpers is growing across campus, she says. "Once other programs or departments see what peer helpers can

contribute, they become excited about the prospect of having a peer of their own."

Peers are integral to the operations of many areas, she adds. "They are valued members of our staff. We consider them to be paraprofessionals."

To become a peer helper, a student must satisfy several requirements. She or he must have already completed at least one semester of study at Guelph, must be willing to make a commitment of at least three semesters and must maintain an average of at least 65 per cent — or higher for some positions.

It is also helpful if students have had peer-helper experience in high school or in the community or if they already have good communication skills, says Schnarr. But because one focus of the program is on helping students develop skills, the potential peers aren't expected to be perfect.

All peer helpers receive core training under Schnarr's supervision. They also receive extensive on-the-job training in the area they've selected to work in. A small honorarium is paid per semester.

The peer helper program is now recruiting for students to begin training for positions opening up in May and September. For anyone interested, information will be available Feb. 11 from noon to 6 p.m. in UC 103. □

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Research report

Your hurtin' heart

Fast-food french fries pack a high-fat punch

by Kathie Gray and
Owen Roberts
Office of Research

If you want to help reduce your risk of heart disease, watch out for fast-food french fries — even if they claim to be "cholesterol-free" and "low in saturated fat."

That's the message from U of G nutritional scientist Prof. Bruce Holub and student Shawn Penny. Through chemical analysis, they've found that french fries prepared in commercial deep-fryers at major fast-food chain restaurants in Canada and the United States are knee-deep in harmful trans-fatty acids.

Trans-fatty acids, produced when vegetable fats are further processed for frying, are as bad or worse than saturated fats in terms of their effect on heart disease

risk, says Holub. But there are no government regulations requiring manufacturers to divulge trans-fatty acid content on product labels, in advertising or in nutrition information sheets at fast-food restaurants. Instead, their presence is masked by meaningless and misleading "cholesterol-free" claims.

"Of course, they're cholesterol free," says Holub. "The potato and the vegetable oil never contained cholesterol in the first place."

He thinks this could be a harmful marketing scam. "Trans-fatty acids can contribute significantly to heart disease," he says. "People are eating more and more outside the home. How can we protect them from premature heart disease?"

Holub calls trans-fatty acids

"doubly dangerous" — they both raise "bad" blood cholesterol (low-density lipoprotein or LDL) and lower the "good" blood cholesterol (high-density lipoprotein or HDL). No other fats are known to have this negative effect on both LDL and HDL. Saturated fats, for example, tend to adversely affect LDL cholesterol, but not HDL.

Food chains switch

This double whammy is caused by processing. In their purest form, vegetable oils contain no cholesterol and are usually low in saturated fat. This has encouraged image-conscious fast-food chains to switch from animal fat to vegetable oils for frying and to proclaim their products to be cholesterol-free and low in saturated fat.

But to be useable in deep fryers, liquid vegetable oil is hardened or hydrogenated — that is, hydrogen is added to fat molecules to give them a desired consistency. And that's where the damage is done. Hydrogenation raises the proportion of trans-fatty acids in vegetable fats to as much as 40 per cent.

That makes some cholesterol-free products prepared in hydrogenated oil worse for the heart than those prepared in animal fat.

Could be misleading

Consumers can try to estimate the trans-fatty acid content in a product by subtracting its published saturated, monounsaturated and polyunsaturated levels from the total fat content, but the results could be misleading.

Holub says some manufacturers claim trans-fatty acids as part of their monounsaturated content, which contravenes Canadian regulations.

He has long advocated that food regulations and labelling include saturates plus trans-fatty acids — and that the consumption of both be curtailed. "The health of consumers depends on it," he says.

Holub's research is funded by the Heart and Stroke Foundation of Ontario. Penny was the 1992 holder of the foundation's Martin Willis Memorial Scholarship at the U of G. □



Prof. Kelly Meckling-Gill says food labels can mislead consumers about the amount of fat a product contains.
Photo by Roberta Franchuk

Where's the fat?

by Margaret Boyd
University Communications

Food labels can mislead and confuse consumers about the calories in fat, says Prof. Kelly Meckling-Gill, Nutritional Sciences.

Food labels list ingredients by weight, from largest to smallest, but this can be deceptive, she says. One gram of fat has nine calories, compared with four calories per gram of carbohydrates. "Gram for gram, there are twice as many calories in fat. That's where labelling becomes a problem."

Many cheeses, for example, are labelled 27-per-cent milk fat.

"Most people assume this means 27 per cent of the calories come from fat," says Meckling-Gill. "Actually, more than 75 per cent of the calories come from fat."

Even some low-fat cheeses, containing about 17-per-cent milk fat, owe 56 per cent of their calories to fat. Caloric fat is lower, however, in low-fat milk products such as yogurt and cottage cheese. Whole-milk cottage cheese gets 40 per cent of its calories from fat, two-per-cent gets 20 per cent, and one-per-cent gets 13 per cent.

The newest Canada Food Guide

recommends more emphasis on complex carbohydrates found in pasta, rice, whole grains, fruit and vegetables, and less emphasis on fat and protein foods. Growing concerns about dietary fat — the food guide recommends 30 per cent of dietary intake from fat — point to a need to inform people about foods where the fat content is not so obvious, says Meckling-Gill. Foods with these hidden fats include granola, quiche, croissants and muffins.

Over the past decade, Canadians have made modest gains in reducing dietary fat — from 40 per cent in the late 1970s to 37 per cent in the late '80s, says Prof. Donna Woolcott, chair of the Department of Family Studies, who headed the communications and implementation committee that looked at recommendations for rewriting the food guide.

Woolcott says dietary fat can be reduced by microwaving, baking, broiling or barbecuing instead of frying; cutting visible fat off food; reading food labels; choosing lower-fat dairy products and frozen entrees; and eating more greens, fruits and vegetables. □



Prof. Bruce Holub and nutrition student Shawn Penny test a sample of french fries to determine the amount of trans-fatty acids they contain.
Photo by Sherry MacKay, Office of Research

Awards

OVC's Pet Trust Fund has provided:

- \$6,000 to Prof. Vicky-Lee Abrams-Ogg, Clinical Studies, for "Half-Body Radiotherapy Versus Maintenance Chemotherapy for the Treatment of Dogs with Lymphoma in Remission";
- \$4,000 to Prof. Doris Dyson, Clinical Studies, to study "Hemodynamic Effects of Lidocaine in Isoflurane Anesthetized Dogs" and \$4,000 for her work on "Anesthetic Morbidity and Mortality in Small Animals";
- \$3,000 to Prof. Cathy Gartley, Population Medicine, for "Cryopreservation of Canine Spermatozoa"; and
- \$4,200 to Prof. Jeff Wilson,

Population Medicine, for "A Case-Control Study of Verocytotoxicigenic *E. Coli* in Feline Diarrhea Disease."

Prof. Terry Beveridge, Microbiology, received \$30,000 from the Medical Research Council (MRC) and Eli Lilly Canada Inc. for "Electron Microscopic Use of Novel Penicillin to Determine Cellular Location of Penicillin Binding Proteins and to Improve Antibiotic Efficacy."

The MRC also awarded \$4,818 to CBS Dean Bruce Sells as a stipend for a graduate student.

Prof. Stan Blecher, Molecular Biology and Genetics, received \$10,000 from the Canadian Association of Animal Breeders for "A Molecular Approach to Non-Invasive Sexing of Bovine

Embryos and Sperm."

Advanced Agro Enterprises awarded \$216,000 to Prof. Steve Bowley, Crop Science, for "Evaluation and Maintenance of Parents for Production of F1 Alfalfa Hybrids."

Prof. Cyril Duitschaever, Department of Food Science, received \$31,933 from the Dairy Bureau of Canada to study "Pure Culture Formulation for the Production of Kefir: Optimization of Texture and Pourability of the Product."

The Ministry of Natural Resources awarded Prof. Andrew Gordon, Environmental Biology, \$21,625 for his work on "Calibration of Water-Related Fluxes in Picea Plantations in Central Ontario." □

Deadline dates

Wildlife Habitat Canada has moved up its deadline for research grant applications by five months. They are due in the Office of Research Feb. 22.

The Corporate Higher Education Forum seeks nominations for its Bell Canada and Xerox Canada Forum awards by Feb. 23.

Also due Feb. 23 are applications for:

- The Natural Sciences and Engineering Research Council's international scientific exchange program, bilateral exchange program and grants for research abroad.
- The Medical Research Council's support for sym-

posiums and workshops and university/industry operating grants, research chairs, workshops and visiting scientists. (See MRC guide for details).

- Banting Research Foundation grants in the medical and biological sciences.
- Canadian Foundation for Ileitis and Colitis grants-in-aid.
- The Cancer Research Institute's Investigator Award.
- Easter Seal Research Institute summer studentships.
- Fight For Sight grants-in-aid, student summer fellowships and postdoctoral fellowships in ophthalmology and related sciences. □

Our Community

Grad news

The final examination of Olimpo Oliver, Clinical Studies, a candidate for the D.V.Sc. degree, is Feb. 5 at 9 a.m. The talk will be given in Clinical Studies 2638, followed by the defence in Clinical Studies 2635.

The thesis is "Mycobacterium Paratuberculosis Infection in Severe Combined Immunodeficient/bg Mice Reconstituted with Either Human or Bovine Peripheral Blood Leukocytes."

Interested members of the University community are invited to attend. □

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Ladies 14K gold nugget band, size 6 1/2, 821-8701 after 5 p.m.

Yamaha receiver, five-disc CD player, Paradigm speakers; Gardin mountain bike; Trak cross-country skis, Solomon boots, Sean, 767-1333 evenings.

Yamaha RX-750 receiver, JVC CD player, Nakamichi BX-2 cassette deck, Audiosphere three-way speakers, stand, Alex, 824-6607.

Gray Coach bus pass, Guelph-Toronto, five return trips, valid until December, 824-8749.

Three-bedroom luxury townhouse, garage, pool, tennis, two blocks from campus, will also consider leasing, Peter or John, 836-9613.

Turbo boy's skates, size 12; Bauer boy's skates, size 13; two pairs of girl's skates, size 5 (will fit size 3 or 4), 836-8566 after 5 p.m.

Danby bar fridge with freezer, red leather U of G jacket, Dana, Ext. 8599.

1986 Plymouth Reliant, four-door automatic, power steering, brakes, air conditioning, 113,000 km, certified, John, Ext. 3028 or 823-0657.

1983 Mustang, two-door hatchback, 2.3-litre, four-cylinder, power steer-

ing, brakes, Ext. 6220 or 836-2492.

For rent

Furnished three-bedroom bungalow in Toronto, double garage, 15 minutes to subway, smokers welcome, Dudley, 416-882-1891.

Furnished three-bedroom house, west end, appliances, non-smoker, no pets, available May 1, \$1,200 a month, 763-3231.

Available

Data inputting using WordPerfect, on disk or on paper, 821-5502.

Wanted

Desk or desk-like table, filing cabinet, desk arm chair, two reception chairs or sofa, Ext. 3474.

Furnished house near University, June to November 1993, visiting professor and family, 823-1959.

Piano teacher, preferably in south end, Ext. 6081 or 836-8137 evenings.

IBM 5 electric typewriter, working condition; steel utility shelving unit suitable for storing manuals and printed materials, Gall, Ext. 6775.

Used tumble table, Ext. 3504.

Lost

Chinese green jade/gold filigree pendant, in Mackinnon Building Jan. 18 in area of rear foyer, sentimental value, reward, Ext. 3150 or 821-2915.

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Alumni House news

Mac '38 grads have the spirit that keeps on giving

Graduates of the 1938 class of Macdonald Institute like to keep their sights high. That's how they've managed to establish a graduate scholarship fund that just keeps growing and growing.

The fund was originally established as a reunion project to provide a one-time scholarship of \$2,000 for graduate study in the field of gerontology. But by 1984, gifts had exceeded \$6,000 and the class raised its sights to endowing a fund to award an annual scholarship of \$1,000.

The first Mac '38 Gerontology Graduate Scholarship was awarded in 1985. Three years later, when class members gathered to celebrate their 50th anniversary, they set their sights even higher — on two annual endowed awards. By 1991, they had achieved their goal. The endowed fund stood at \$35,000 and two \$1,000 awards were presented.

Today the account totals \$43,000. Under the leadership of the class executive — Jean Carter, Doris Durrant, Marg Kelly, Betty Walberg, Peggy Black, Ellen Downie and Helen Abell — Mac '38 alumni have set themselves

yet another goal.

To recognize their 55th anniversary this year, they want to increase the class-endowed amount to support annual awards of \$1,500 each. □

Sports shorts

This column is provided by the Department of Athletics. For more information about campus sports, call Ext. 2216.

Take a break from studying and come to the Athletics Centre and Gryphon Centre to see dazzling dunks, creative checks and pinpoint passes. Mark these dates on your calendar.

- Feb. 4: Men's hockey vs Laurier, 7:30 p.m.
- Feb. 5: Basketball vs Lakehead, women at 6 p.m., men at 8 p.m.
- Feb. 6: Basketball vs Lakehead, women at 6 p.m., men at 8 p.m.
- Feb. 10: Basketball vs Waterloo, women at 6 p.m., men at 8 p.m. Women's hockey vs Toronto, 7:15 p.m. □

Human Resources report

As of Jan. 29, the following opportunities were available:

Design Draftsperson (mechanical), Engineering. Salary range: \$16.97 minimum; \$21.21 job rate (Level 5); \$25.45 maximum.

Staff Writer/Photographer, University Communications, contractually limited for one year beginning in February. Normal

hiring range: \$25,000 to \$27,000, depending on qualifications and experience.

The following was available to on-campus employees only:

Bookstore Manager, Hospitality/Retail Services. Salary range: \$36,528 minimum; \$42,919 normal hiring limit; \$45,659 midpoint. □

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Register early as seating is limited.

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Calendar

Thursday, Feb. 4

Development Workshop - Graduate students Clare Wasteneys and Kathy Marshall lead a workshop on gender issues for anyone who might be working on development projects or research abroad. It runs from 9 a.m. to noon in UC 334. Cost is \$4. To register, call Ext. 6915.

The Arboretum - A workshop on "Growing Native Trees from Seed" runs from 9 a.m. to 4 p.m. at the Hilton Centre. Cost is \$85. To register, call Ext. 2113.

Pathology Graduate Seminar - Jeff Caswell presents information on the immunopathogenesis of canine demodicosis at 11:10 a.m. in Pathology 2152.

Teaching Workshop - Learn to create and use CAI at noon in the OVC Learning Centre 1713.

Concert - South Indian percussionist Trichy Sankaran performs at 12:10 and 1:10 p.m. in MacKinnon 107. Admission is free. At 3 p.m., he presents a rhythm workshop in MacKinnon 103.



The Mapla Trio performs at the Feb. 11 noon-hour concert.

Saturday, Feb. 6

Theatre in the Trees - A dinner theatre production of *The Man Most Likely To . . .* by Joyce Rayburn continues at the Arboretum Centre. Doors open at 6 p.m., the buffet is at 6:30 p.m. and the show begins at 8 p.m. Tickets are \$39.50 plus GST and are available at the UC box office, Ext. 4368. For table reservations, call Ext. 2113.

The Arboretum - See whoooo goes there on the Night Stalker's Owl Prowl beginning at 7 p.m. Arboretum staff lead an extensive outdoor look at the behavior and adaptation of owls. Cost is \$2.50 for adults, 75 cents for children. Register at Ext. 2113.

Sunday, Feb. 7

The Arboretum - Come out and celebrate Arboretum Day with nature walks at 1 and 3:30 p.m. and a concert by the Playford Players at 2:30 p.m. Admission to the concert is \$3.

Monday, Feb. 8

International Student Forum - International student adviser Don Amichand leads a discussion of "Our Campus and Community Environment" at noon in UC 335. **Women's Resource Centre** - A video on female inventors called *Inventing Women* begins at noon in UC 107.

Human Biology Seminar - Ted Steegmann of the State University of New York looks at assessing human productivity in China at 4:10 p.m. in Human Biology 212. **The Arboretum** - The fourth session in the series "A Practical Approach to Home Gardening" explores what's bugging you with "What Happens If It Gets Out of Control?" The session discusses watering, fertilizing and pest control and begins at 7:30 p.m. at the Arboretum Centre. Cost is \$12. Call Ext. 2113 or 2358 to register.

Tuesday, Feb. 9

Our World - Students who attended the second year of the Krakow semester share their ex-

periences at noon in UC 442.

Physics Colloquium - "Muscle the Movie: A Key Role for the Bonyfish in Determining Molecular Events During Force Production in Muscle" is the topic of Jeff Harford of Imperial College, London, at 4 p.m. in MacNaughton 113.

Wednesday, Feb. 10

Third-Age Learning - TAL-Guelph's winter lecture series for retired people continues with the Arboretum's Henry Kock discussing the history and origins of arboreta at 10 a.m. and retired English professor John Bligh on "Philosophers of the Fifth Century: Parmenides to Democritus" at 1:30 p.m. Lectures are in the Arboretum Centre. Admission for single lectures is \$2.50.

Biochemistry Seminar - Michelina Battalini, Chemistry and Biochemistry, compares the expression of beta-1 integrins on mouse CD4 and CD8 cells at 12:10 p.m. in MacNaughton 222. **Food for Thought** - Discussion focuses on a proposal by the Faith and Agriculture Committee on "Values in a New OAC Curriculum" at 12:10 p.m. in Animal Science and Nutrition 141. **Plant Biology Seminar** - McMaster University's Turlough Finan looks at "Regulation of the Nif Genes in *Rhizobium Meliloti*" at 3:30 p.m. in Axelrod 117.

Worship

Catholic mass is celebrated Sunday at 10:10 a.m. in Thombrough 164, Monday and Tuesday at 12:10 p.m. in UC 533 and Thursday and Friday at 8 a.m. in UC 533.

The Open Door Church (Anglican/United/Presbyterian) runs Sunday at 11 a.m. in UC 442.

Midweek - A Time with God provides an opportunity for reflection and meditation Wednesday at 12:10 p.m. in UC 533.

The Student Christian Movement meets to discuss politics, society and spirituality Tuesday at noon in UC 335.

The Lutheran Student Movement meets Friday at noon in UC 444. □

Thursday, Feb. 11

The Arboretum - A workshop on "Growing Native Trees from Seed" runs from 9 a.m. to 4:45 p.m. at the Hilton Centre on College Avenue. Cost is \$85. Register at Ext. 2113.

Pathology Graduate Seminar - Daniel MacPhee investigates the factors influencing the development and treatment of bacterial gill disease in salmonids at 11:10 a.m. in Pathology 2152.

Concert - The Maple Trio performs in the Department of Music's noon-hour concerts at 12:10 and 1:10 p.m. in MacKinnon 107. Admission is free.

Workshop - International Education Services is holding a workshop to answer questions about work and study abroad. Moderated by Jana Janakiram, the free session begins at 1 p.m. in UC 333.

Teaching Workshop - "Students' Academic Misconduct and Disruptions in the Classroom" are discussed from 2 to 4 p.m. in MacNaughton 222.

Friday, Feb. 5

Nutritional Sciences Seminar - W.T. Cave of the University of Rochester leads a seminar on "The Role of Dietary Lipids in Mammary Tumorigenesis" at 11:10 a.m. in Animal Science and Nutrition 141.

Current Issues in Agriculture - Tom Lavrh of PROUT presents an alternative socioeconomic outlook with "Progressive Utilization Theory, Agriculture and the World Economy" at 3:10 p.m. in Crop Science 117.

Notices

Call for recycling

New Bell telephone books will begin to arrive in departments next week. Old books can be left at the back doors and loading docks of all campus buildings to be picked up for recycling. For more information, call Paul Cook at Ext. 2256.

Exploring ecofeminism

Womanstudy, a lunchtime discussion group led by Rev. Lucy Reid, will focus this semester on ecofeminism. Participants will explore the spirituality of the ecofeminist movement and its implications for the world's future. The group meets Thursdays at noon in UC 335, beginning Feb. 11. Everyone is welcome. For more information, call Reid at Ext. 2390.

Zavitz show

A show of works by Kathleen Derezycky and Sandra McKeozie is on display at the gallery in Zavitz Hall until Feb. 5.

Points of view

The Macdonald Stewart Art Centre is accepting submissions to its annual juried show, "Viewpoints." Painting, prints, drawings, sculpture, photography, video, film, glass, metal, ceramics, textiles, wood or jewelry may be entered. Submissions will be accepted at the art centre from noon to 5 p.m. Feb. 12, 13 and 14. Winners will be announced at the exhibition's

opening March 11. Call 837-0010 for more information.

Sexologist to speak

The Wellness Centre presents a talk by Sari Locker, a "twentysomething sexologist of the '90s" from the University of Pennsylvania, Feb. 18 at noon in UC 103. Admission is free.

CUSO information

Interested in working as an agriculturalist in a developing country? Bill Barkley, the national CUSO agricultural and renewable resource officer, will speak at an information meeting Feb. 11 at 6 p.m. in UC 441.

In camera

A display of photos by Herb Rauscher and Martin Schwalbe of Photographic Services will be on exhibit at the Faculty Club from Feb. 8 to 26. Many of the photos have been published in the *Guelph Almanac*, *At Guelph* and other University publications; others come from Schwalbe's personal portfolio. An opening reception will be held Feb. 17 from 4 to 5:30 p.m. at the club.

Focus on Guelph

Guelph and U of G will be featured in an upcoming episode of the TV show *Sketches*, a series focusing on towns and cities across Canada. The Guelph episode will air Feb. 6 at 9:30 p.m. on London's CFPL-TV and Feb. 13 at 4 p.m. on Hamilton's CHCH-TV.



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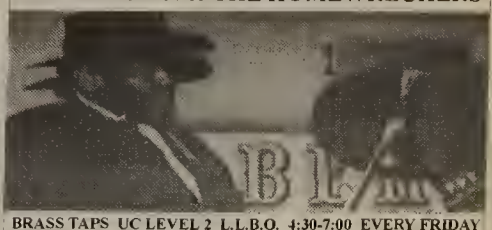
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Big Brothers program brings vet big return on his investment

by Roberta Franchuk
University Communications

Three years ago, OVC staff veterinarian Randy Krainock decided to do something that would change the life of a child he didn't know: he became a Big Brothers volunteer.

Krainock, who grew up in Illinois and has two brothers of his own, has always been interested in volunteering and has worked with Boy Scouts and other groups. When a brochure on the Big Brothers program caught his eye one day, he decided to join.

Big Brothers is a North American organization that tries to provide positive adult male role models to young boys between the ages of 6 and 18. Men who are interested in becoming Big

Brothers must pass an extensive screening process. They are then matched with a little brother based on factors such as shared interests.

For Krainock and his little brother, Wade Hunt, 16, that interest is sports. Hockey, basketball, baseball or bowling — "any sort of sporting activity is fair game," says Krainock. With games, movies and other activities, the two spend far more time together than the minimum of four hours a week that the program asks for.

Krainock says finding the time is not a struggle for him because he enjoys spending time with Wade. "I've even taken him out on a farm visit when I've been on call on the weekends," he says. "But Wade's not too keen on being a

vet. It's too messy."

What has Krainock learned from the experience? "Lots and lots and lots," he says. Because Wade has three brothers, the youngest of whom was about six years old when Krainock met the family, he's seen the gamut of experiences that young boys face growing up.

"I've seen the changes they undergo, the things they get into. Some of the styles and the clothes

remind me of when I was a kid. Well, the more things change..."

He also has great admiration for Wade's mother. "I've watched her balance working, raising kids and having a life of her own — that's truly amazing. I don't know how she does it."

Like a parent, Krainock has found himself in thought-provoking situations where he's wondered if he's done the right thing. Knowing that his opinion is

important to Wade is flattering, but it is also a big responsibility.

One skill he's had a lot of practice using is patience. That will come in especially handy now that he and his wife, Kristie, have a three-month-old son of their own.

Krainock describes his experiences with Big Brothers as "nothing but positive. If you have the time and the inclination to work with kids, this is a great place to do it." □

Courses to explore Indian philosophy, New Testament

Continuing Education is offering two new six-week courses this winter — on the New Testament and on Indian philosophy.

"Introduction to New Testament Studies," beginning Feb. 16, will explore the history and meaning of the New Testament, which was written and compiled between 50 and 150 A.D.

Campus ministers Martin Royackers and David Howells will lead the course, discussing recent scholarship on New Testament authorship and editing, social and cultural context, interpretation and dating.

"Mahatma Gandhi and the Bhagavad Gita," to be led by Prof. Hans Bakker, Sociology and Anthropology, begins Feb. 18. The course is designed for people with an interest in Gandhi, Indian literature and philosophy, New Age culture and comparative religions, including Hinduism and

Buddhism.

Participants will explore the Gita as a key text in Indian culture and theology and begin to learn how to read Sanskrit characters.

For more information about these courses or to register, call Continuing Education at Ext. 3956. □



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Around town

Good citizenship

Citizenship Development Classes are again being offered by the Guelph and District Multicultural Centre. The classes run Feb. 16 and 23 and March 2 and 9 from 7 to 9:30 p.m. at the centre on 128 Woolwich St., Suite 203. Topics include the government, history, geography and laws of Canada. Cost is \$10. Register at 836-2222.

Art exhibit

The Service Hardware Retail Gallery is staging the exhibit "A Show of Sexuality" until March 7. Located at 25 Macdonell St., the gallery is open Wednesday to Sunday from noon to 5 p.m.

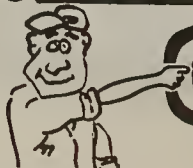
Courses available

The School of Continuing Education of the Wellington County Separate School Board is still accepting registrations for English as a second language, secondary credits and interest programs. Call 822-8961 for information.

Overpopulation debate

Ken MacKay of the Conservation Council of Canada and Jan Narverson of the department of philosophy at the University of Waterloo will debate the issue of global overpopulation Feb. 11 at 7 p.m. at The Loft, 1 Carden St. Everyone is welcome. □

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Academic restructuring committee plans open forum to hear ideas

by Martha Tancock
University Communications

A committee charged with mapping out a blueprint for changing U of G's academic structure is holding an open house Feb. 17.

Faculty, students, staff and alumni are invited to Room 029 of the MacKinnon Building from 4 to 5:30 p.m. to discuss their ideas about an initiative that could fundamentally change the way U of G is organized.

Struck by the Senate Committee on University Planning (SCUP) last fall, the 13-member group will present a progress report in June. Between now and then, it plans to consult widely with employee and student groups, says committee chair Prof. Leonard Conolly, acting vice-president, academic. A final report is expected by June 1994.

The academic restructuring committee aims to judge the effectiveness of the current academic structure and come up with an alternative if necessary, says Conolly. It's looking for a system that will foster academic collaboration, respond better to societal needs and remove barriers to innovative teaching, learning, research and services.

The committee is open to all ideas, he says. It has been meeting regularly since early fall and has consulted closely with college deans, the dean of graduate

studies and the vice-president for research. But it certainly has not made up its mind yet about remodelling the University's academic system, says Conolly. Many ideas "worthy of consideration" have emerged.

The committee has been asked to recommend changes to the academic administrative structure that would improve U of G's ability to deliver academic programs, promote interdisciplinary teaching, service and research, enhance faculty career development, respond to societal needs, support the learning objectives, be flexible and efficient, and reduce administrative costs in departments and colleges.

The committee wants to hear opinions about:

- the effectiveness of current structures for interdisciplinary studies;
- the role of centres and institutes;
- the function and size of departments and colleges, and alternative structures;
- the role of program committees in the administration of undergraduate programs;
- a common first-year program and the viability of a three-year degree program, now that Grade 13 has been dropped from the Ontario secondary school system;
- the effectiveness of the semester system and the current timetable slot system in

- achieving educational goals;
- structures to support lifelong learning initiatives in continuing, distance, part-time, evening and extension studies and retraining programs;
- opportunities for creating new (or restructuring existing) academic units; and
- new approaches to pedagogy, including a concept- rather than context-driven curriculum, problem-based learning and the use of technology for teaching and learning.

In addition to Conolly, the committee includes Prof. Donna Woolcott, chair of the Department of Family Studies; Wayne Marsh, Office of Research; and Profs. Nigel Bunce, Chemistry and Biochemistry; Brian Earn, Psychology; John Leatherland, Zoology; Bryan McKersie, Crop Science; Stewart Hiltz, Land Resource Science; Michael Keefer, English; and Pat Gentry, Biomedical Sciences. Other members are graduate student Robin Hicks, undergraduate Chris Parent and fine art graduate Jan Partlow.

The committee hopes to hold several follow-up meetings with the University community and with focus groups once the issues are more precisely defined, says Conolly.

Anyone unable to attend the Feb. 17 open house is encouraged to contact any committee member to express their views. □



Who nose?

In honor of "Lighten Up Day," HAFS student Barry Playter turns out for his graduation decked out in a red nose. For more convocation coverage, see page 3.

Photo by Roberta Franchuk

At Guelph updates

At Guelph is in the process of updating its distribution system on campus. A form letter requesting information about delivery to units is being included with each bundle of *At Guelph*. Please return the form by Feb. 17 to University Communications on UC Level 4. □

Inside:

- Yugoslav student plays a waiting game 3
- Measuring the value of university education 4
- Wanted: A vision for agriculture 5
- Throwing in the towel 8

UNIVERSITY of GUELPH

Managers' group named

Managers on campus form the core of a new advisory group to the president.

Invitations went out last week to 103 managers of non-academic areas to take part in a new management advisory group. Acting president Jack MacDonald has asked them to join deans and school directors in an expanded forum to replace the senior advisory council.

The group will meet twice a semester to discuss policy on issues that affect the entire University community. Safety, restructuring, enrolment management and management philosophy will likely turn up on the agenda, says Barbara Abercrombie, director of the President's Office.

The expansion was spearheaded

by Brian Sullivan, associate vice-president for student affairs.

"There was a sense that line managers felt they were being left out of the decision-making structure" and had to respond to decisions imposed from above, says Abercrombie.

She describes the new group as a communications tool. "We hope that by including more people, communication back in the field will be improved."

Abercrombie says the management advisory group will probably complement the recently created employee group consultative forum.

One manager from each distinct area has been selected to participate. □

Three appointed to meet with retirees

A posse of retirees whose single purpose was pension reform is seeking a broader relationship with the University.

The Retirees' Association formed in 1991 and successfully lobbied the Presidential Task Force on Pensions for improved inflation adjustments. But because it lobbied so hard for pension reform, the association has been perceived as a "pension-only" group, says association member Bob Logan.

"We want to break that mould," he says. "We want the University to see us as wanting to be involved in policy matters."

Logan is chair of a five-person team from the 284-member association who will meet with three University representatives appointed last week by acting president Jack MacDonald to discuss a new relationship. The reps are chief librarian John Black, alumni

affairs director Trish Walker and Dale Lockie, executive manager of pension investments.

The association's committee has drafted its suggestions for an independent but mutually beneficial relationship with the University. It hopes retirees will be appointed to committees that are discussing retirement issues.

The committee sees the association as a free "brain trust and think tank" at the disposal of the University. It aims to promote the welfare of retirees.

The draft relationship must still be presented to the association's membership at its annual meeting in June.

In addition to Logan, the retirees' committee consists of Bill Bohn, Kathleen Brown, Elmer Menzie and Janet Wardlaw. □



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Student speak



by Scott
McNichol

Focus on student life

A team looking into residence life on campus is asking for input from faculty, staff and students.

Chaired by Peggy Patterson, assistant to the associate vice-president for student affairs, the team would like to hear about a wide range of issues, including the quality of life in residence, services, the physical facilities, safety and security, accessibility, and experiences with residence staff and hall governments.

Patterson says it's important to keep in touch with what's happening in residences and to make changes if necessary. She welcomes comments and suggestions from any interested parties, including parents and former students.

Submissions are due Feb. 26 and must be in writing, although a few in-person presentations may be possible.

Send written submissions, including local P.O. box or telephone number, to Patterson in the Office of Student Affairs, Level 4, University Centre. For more information, call Ext. 2573.

At Guelph

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Commissioner named

Munya Kabba, a master's student in political studies, has been hired as the Central Student Association's human rights commissioner.

Kabba received his bachelor's degree at Njala University in Sierra Leone and is editor of *Jubilee*, a newsletter published through the Centre for International Development Studies on campus.

He will be located in Room 244 of the University Centre, with office hours Monday from 10 to 11 a.m., Wednesday from 10 a.m. to 1 p.m. and 2:30 p.m. to 5 p.m., and Friday from 9 a.m. to 2 p.m. and 2:30 to 5 p.m. He can be reached at Ext. 2629.

Black History Month

To commemorate Black History Month, U of G students from the Black Women's Society and the Race Relations Commission have organized a number of events to help raise awareness of black culture and achievements.

Events include a film Feb. 11 at 6:30 p.m. in Room 100 of the Thornbrough Building, a workshop and film sponsored by the Black Coalition for AIDS Prevention Feb. 13 at noon in Room 103 of the University Centre and a lecture on "Black Feminism" by Prof. Dionne Brand, English, Feb. 17 at 5:15 p.m. in UC 429. On Feb. 18, the film *Racist Depiction of Blacks on TV* begins at 6:30 p.m. in Thornbrough 100.

Lance Morgan, a third-year political studies student and member of the Race Relations Commission, encourages people of all colors to turn out for the events. For more information, call 823-9375 or drop by Room 216 of the University Centre.

Scholarship offered

Applications are now being accepted for the third annual Women in Networking Scholarship, which has been doubled this year to \$1,000.

The scholarship was launched in 1991 to support female students enrolled in non-traditional programs, ones that lead to careers where one-third or less of the employees are women.

Applicants must have spent at least 30 weeks in a postsecondary

institution as of Feb. 1, 1993, and must have completed one-third of their studies by that time. Applications are due March 15.

For more information, write to Guelph Women in Networking, P.O. Box 1073, Guelph N1H 6N1 or call 767-0229.

A place to meet

For Tricia Benn, the Women's Resource Centre is a positive place where women and men can talk openly.

Benn, a Guelph native and third-year sociology student with a minor in women's studies, has been a volunteer at the centre for the past 18 months and finds it a great place to meet people with both similar and diverse interests.

"What's good about the centre is that it functions around what is important to its members," she says.

This can be anything from setting up programs and offering support groups to providing resource material. Recently, the centre offered a course in Wen-do self-defence for women, subsidizing the cost for participants.

The resource centre also provides referrals and peer counselling for women in need of personal assistance.

Benn's volunteer work includes being treasurer for the centre and sitting in on some committee meetings. In all, she spends about four hours a week at the centre, on top of her five courses. She also has a part-time job as a bartender.

For more information about the Women's Resource Centre, drop by Room 107 of the University Centre or call Ext. 8559.

A united stand

Guelph Mayor John Counsell was on hand Jan. 30 when Lambton Hall students got together for a formal dance at the Italian Canadian Club to continue their fund-raising efforts for the United Way.

Counsell extended appreciation to the students on behalf of the city and the United Way.

Some 310 of Lambton Hall's 400 first-year student residents turned out for the dance, which raised \$377.58, said hall president Greg Downer.

Since September, Lambton Hall has raised about \$900 for United

Way and \$200 for Big Brothers and has donated 10 crates of non-perishable goods to the Guelph Food Bank.

Celebrant hopefuls

Contestants are gearing up for the 1993 College Royal Celebrant Competition. The winner will serve as College Royal spokesperson and goodwill ambassador for U of G students.

This year's contestants are OAC students Suzanna Cohen, Michelle Haimel, Alexandra Leith, Stephen Hewgill and Kevin MacLean and College of Social Science student Jason Thomson.

The winner will be announced at the College Royal Ball March 6.

Netting the gold

U of G diploma in agriculture students came home with three gold medals and two silver medals from the 1993 Ontario Provincial Agricultural College winter games held last month at Centralia College.

Gold medals went to Jennifer Hom and Jeanette Nettinga for women's doubles badminton, to Ed VanDonkersgoed and Gary Uchikura for men's doubles and to VanDonkersgoed and Nettinga for mixed doubles. Silver medals went to Brian Buma and Rob O'Connor for men's doubles and to Uchikura and Hom for mixed doubles.

Summer schools

International Education Services (IES) on Level 4 of the University Centre has information about a variety of educational summer programs. They include the Narbonne International University Summer School in France, the Summer Centre for International Languages at the University of Regina, the Moscow State University's summer language program and the University of Oslo's International Summer School.

IES also has information about the American University of Paris, the American University in Bulgaria, the University of Amsterdam's graduate and certificate programs in European communication studies, the Himalayan Field Study Program, international language schools in France, Italy, Spain and Germany, Denmark's international study

program and the Asian studies program at Sophia University in Tokyo.

Volunteer work

The International Christian Youth Exchange Organization provides opportunities for young people aged 16 to 27 to do volunteer work in a developing country.

The Student Conservation Association is seeking volunteers for its resource assistant program this summer and fall. The program runs for 12 weeks and is open to students over 18.

For more information, visit International Education Services on Level 4 of the University Centre. □

Obituaries

Roy Pella

Roy Pella, former director of personnel, died Feb. 1 at the age of 62. He is survived by his wife, Roma, and three children, Gordon, Lorrie and Debbie.

A member of the Canadian Olympic Team at Helsinki in 1952, Mr. Pella won the silver medal in the discus at the 1954 Vancouver Commonwealth Games. He was a graduate of the universities of Michigan and Toronto and joined U of G in 1979.

Donations can be made in his name to the Canadian Cancer Society. A memorial track and field fund is also being set up in his honor through Alumni House.

Carol Ann Thomson

Carol Ann Thomson, a secretary in the University School of Rural Planning and Development, died Feb. 1 at the age of 50. She is survived by her son, Paul, and a sister and was predeceased by her husband.

Douglas Dunkley

Douglas Dunkley, a 12-year employee of the mechanical shop, died Jan. 24 at the age of 59. He is survived by his wife, Mary, six children and 13 grandchildren. □

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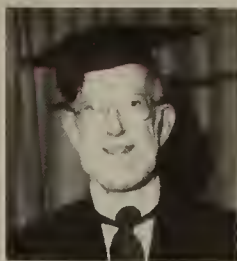
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Graduates urged to enrich their community, act justly

Today's graduates must play an active role in society, fighting the growing split between rich and poor and committing themselves to enriching their community, Dalhousie University president Howard Clark told morning convocation Feb. 5.

Addressing graduates of the colleges of Biological Science and Physical and Engineering Science, U of G's former academic vice-president told them they belong to a class identified by Harvard economist Richard Reich as "symbolic analysts"—people who identify and solve problems. Unlike people in service industries, symbolic analysts will belong to the privileged sector of society, he said. But disturbingly, they will also have fewer and fewer interactions with members



James Harrison

of other sectors.

Clark, who received an honorary doctor of science during the convocation ceremony, said U of G graduates must choose the alternative path, remembering that the purpose of a university and its people is to serve society.

"Those of you graduating today are a privileged group, but with privilege comes responsibility," he said. "The responsibility of the University, and your responsibility as lifelong members of the University community, is to serve in building a community, a world, in which technology and the complex global economy brings benefits to all."

Keep asking questions

Reflecting on the theme of helpers and professions, historian Alison Prentice addressed graduates of FACS and the College of Arts at afternoon convocation Feb. 5.

Society has changed a lot since her graduation 40 years ago, she said. At that time, she and the other women in her class were told that the single purpose of their education was to prepare them for a lifetime of helping others.

Although all graduates benefit from the help they received from family, friends and educators, setting up strict roles for helpers and professionals limits the things people can do, said Prentice, who received an honorary doctor of letters during

the ceremony.

"I am asking the new graduates today to make a pact with yourselves—a promise to continue to keep on asking questions and, especially, to keep on reflecting on the meanings of commonly used words and concepts. Don't have all your roles be helping roles. If you are in helping roles, try not to exhaust yourself in these roles."

"And, above all, remember to keep on asking questions. Your education does not stop today. It should—and will—go on for the rest of your lives."

Also at the afternoon ceremony, retired English professor James Harrison was named professor emeritus.



David Knight

World in revolution

In his first convocation address as new dean of the College of Social Science, Prof. David Knight outlined the tremendous change going on worldwide and how the social sciences are trying to understand what is happening.

Speaking to CSS graduates at evening convocation Feb. 5, Knight said the world seems to be in the early stages of something significantly different from earlier revolutions.

Momentous geopolitical changes, violent attempts to achieve democracy, near worldwide recession, the ever-worsening

position of the weak and poor, restructuring in developed or First World states, the struggle of nationhood versus self-hood and the realization by First World social democracies that other solutions to meeting societal needs might have to be tried suggest that something truly major is occurring, he said.

What is happening now is not a repeat or a variant of 19th-century industrialization, he said. "We are experiencing something quite different, although the patterns are not yet clearly delineated." The in-pharse is "restructuring," said Knight, who questioned whether we are in the early stages of a restructuring revolution.

Knight urged the graduates to prepare themselves for the future by having a mindset that is conducive to accepting challenges. He encouraged them to "break new ground" in their new endeavors for the betterment of society.

Act justly, love mercy

At the final convocation Feb. 6, retired pathology professor Bruce McCraw received the Medal of Merit and retired animal and poultry science professor Doug Morrison was named professor emeritus.

In his address to graduates of OVC, OAC, the College of Social Science and the University School of Rural Planning and Development, Morrison challenged them to be successful, but not in the sense of attaining fame, prominence, wealth and power.

Success means acting justly, loving mercy and walking humbly, said Morrison, quoting from a 2,000-year-old Hebrew text.

"One of the beautiful things about real success is that it depends entirely on you," he said. "It doesn't depend on your genealogy, your environment, where you were born. Some of the most successful people I have known (some, not all) have few honors, little wealth, no prominence, yet they were immensely successful and deeply influenced my life."

Acting justly "requires integrity and regard for truth, doing what is morally right or proper" and accepting responsibility for your



Honorary doctor of science recipient Howard Clark.

Photos by Roberta Franchuk and Herb Rauscher

decisions, said Morrison.

"To love mercy is to have compassion, to be sensitive, to show forgiveness and to have a sense of pity. . . . One who is me: it will help, not hinder; will praise, not upbraid; will give, not take."

"A humble person is unpretentious, modest, aware of strengths and weaknesses, but one who carries a deep sense of personal worth. A humble person is a confident, assured person . . . not obsequious, servile or fawning, but one who has nothing to prove, is open, pleasant . . . (and) does not wear a mask." □



Doug Morrison

ties, modest, aware of strengths and weaknesses, but one who carries a deep sense of personal worth. A humble person is a confident, assured person . . . not obsequious, servile or fawning, but one who has nothing to prove, is open, pleasant . . . (and) does not wear a mask." □



Honorary doctor of letters recipient Alison Prentice.



Bruce McCraw

Yugoslav student plays waiting game for her besieged family

by Roberta Franchuk
University Communications

Tima Mujezinovic spends a lot of time waiting.

She's waiting for news from her parents and brother, trapped in the besieged city of Sarajevo. She's waiting to hear from family and friends whether their attempts at getting vitamins or vital documents into the city have been successful.

What the third-year physics student really wants to hear, however, is that convoys are leaving the city and that her family will be allowed to join her in Canada.

The Mujezinovic family are Muslims and lived peacefully in Sarajevo for many years. Tima Mujezinovic went to school in the United States, but spent a year at university in Sarajevo. She came to U of G to study physics in September 1991.

Five months later, the Muslims

and Croats in Bosnia-Herzegovina voted for independence, the Serbian minority rebelled, and life for the inhabitants of Sarajevo became a living hell.

Mujezinovic has been working to bring her mother, Nevenka, her father, Abdulah, and her brother, Neven, from Sarajevo since then.

When fighting began, her parents were held prisoner in their apartment, but in June, they and about 80 other Muslims were swapped for Serbian soldiers. They moved to join relatives in another area of the city, where they are free to move but are still faced with a grinding struggle to find food, blankets and wood.

Here in Ontario, family friends in Lynden have applied to sponsor the family as refugees. Tima Mujezinovic is in the process of acquiring permanent resident



Tima Mujezinovic

status and is trying every method she can think of to keep in contact with her family.

She arranged with the Guelph Daily Mercury to give correspondent credentials to her brother so he could get access to a satellite telephone and fax connection to contribute stories. But even that avenue works only occasionally. Her last contact with him—after months of silence—came Jan. 20, when he managed to make a short telephone call to her.

Lack of communication and constant danger from the military and militia make it extremely difficult for outsiders to get aid into Sarajevo, says Mujezinovic. And although her family can prove that they have a place to go once they leave, there are simply no safe ways of leaving the city.

With winter hitting the residents hard, life has become a constant struggle for survival, she says.

"My parents and brother are

searching for food and wood. The water is contaminated, and many diseases are prevalent. It is hard for my brother to send articles to us because there is no time for him to type in the daylight hours because he must look for food. At night, there are no lights to work by."

Mujezinovic urges Canadians to recognize that there are things they can do to help people trapped in the republics of the former Yugoslavia. Church groups and other organizations are sponsoring refugees, collecting clothing and blankets for relief aid, and putting pressure on governments and international organizations to help end the fighting.

Until that happens, however, she will continue to wait for the telephone to ring and hope that it brings good news. □

Research report

Ethics, controversies of agricultural technology focus of new anthology

by Steve O'Neill
Office of Research

Prof. Hugh Lehman, Philosophy, is co-editor of a new anthology aimed at developing a framework to evaluate controversies about the application of agricultural technologies.

The Pesticide Question: Environment, Economics and Ethics contains reports by 39 researchers in government, industry and academia. Lehman contributes a report about the relevance of minimizing the harm from technologies such as pesticides and farm chemicals, while maximizing their benefits and showing due respect for individuals.

Lehman, who is also co-editor of the U of G-based *Journal of Agricultural and Environmental Ethics*, is particularly concerned about moral and ethical issues associated with synthetic pesticides. "Agricultural research has been mostly focused on increasing

production and maximizing efficiency," he says. "Now it's time to consider social problems that may arise from that."

Lehman says that various ideologues, perhaps starting as early as Plato, have suggested that ideally, society should operate efficiently to the exclusion of other ideals such as the respect for each individual.

"Agricultural scientists and others should consider the implications for society of such emphasis," says Lehman.

In his paper, he outlines what goals should be kept in mind when considering a change in synthetic pesticide use. These include:

- continuing the production of healthy agricultural products that are affordable and in sufficient quantities as to be available to everyone;
- having adequate supplies of pure air and water;
- maintaining natural ecosystems;

■ ensuring agricultural workers have reasonable working and living standards; and

■ ensuring the public has ample opportunity to influence its own exposure to pesticides.

"I'm not saying that food has to be perfect or that the air and the water have to be totally free of contaminants," says Lehman. "We probably couldn't achieve such perfection on a large-scale basis or at an affordable price."

On the book jacket, co-editors Lehman and David Pimentel acknowledge that "pesticides have contributed impressively to our present-day agricultural productivity." But, they say, pesticides are also at the centre of serious concerns about safety, health and the environment.

The Pesticide Question is published by Chapman and Hall. □



Prof. Sid Gilbert, centre, leads a team that's trying to evaluate the value of a university education for students like Andrea Sauerbrei and Gary Martin.
Photo by Sherry MacKay, Office of Research

Study aims to measure the value of a university

by Kathe Gray and
Owen Roberts
Office of Research

There's much ado about rating universities these days. Ultimately, however, one of the greatest measures of a university is the quality of its graduates.

But how do university students acquire skills that make them esteemed graduates? What is the contribution of activity outside the classroom? That's what a nationwide team of researchers led by Prof. Sid Gilbert, Sociology and Anthropology, is trying to understand.

The 40-member team of sociologists, educators, economists and statisticians is developing a way to measure the value of a university education. They want to do more than simply list the specific skills, abilities and knowledge that a student has on graduation.

"We can no longer be interested in just the outcomes of education — reading and communication skills, analytical skills, creativity — but with how a student attains them," says Gilbert. He believes these skills aren't developed by classroom learning alone. Perhaps external or extracurricular activities come into play or maybe it's just a simple case of maturation.

"Until we can link educational outcomes and the environments they are produced in, we won't really know how effective our university system is," he says. "We won't know what works and what doesn't, or the benefits that it has for students."

Earlier research by Gilbert and Prof. Fred Evers, Sociology and

Anthropology, shows that students credit formal education for helping them develop in areas such as independent thinking and the desire for lifelong learning. But they also give external sources a high rating for developing interpersonal and social skills.

Using this knowledge and research findings from other participants, Gilbert's sociology of education network held two workshops last year to advance the understanding and measurement of the outcome of university education and link it to university structures and processes. Another workshop is planned this June in connection with the Learned Societies meeting in Ottawa.

"Students stand to gain a lot from this," says Gilbert. "Learning is a fundamental purpose of university education, so it follows that we need to study what facilitates it. This study will help educators pinpoint the dimensions of education that will help students most in everyday life and in the workforce. Those dimensions can then be strengthened in the classroom."

Many members of the working group are faculty members. For them, the outcomes assessment project will provide a way to evaluate their own success as instructors.

"The world is getting such that accountability is required of everyone," says Gilbert. "This study will show us how well we are doing what we should be doing. The outcomes assessment proposal will take us one step closer to that point."

This research is supported by the Social Sciences and Humanities Research Council. □



Lorry Smith

Guelph
763-8411

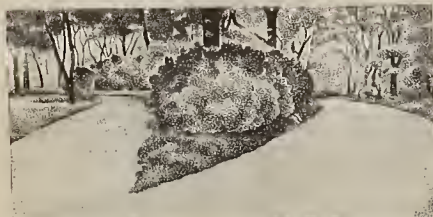
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Vision for agriculture needed now, says dean

by Owen Roberts and
Sherry MacKay
Office of Research

Canada's turbulent agriculture industry needs a national vision to meet global challenges, says OAC Dean Rob McLaughlin.

In a new publication called *Wanted: A Vision for Agriculture*, McLaughlin says there is no active, collective vision for the policies, programs and strategies needed to keep Canada's agri-food sector competitive — despite strong grassroots support for a long-term, united outlook.

"All over the country, participants in the food chain are trying to come together to gain a competitive edge," he says. "Farmers are organizing themselves, industry networks are popping up, and they're eager for some leaders with a vision. We can seize on the momentum that is building in the industry and choose a new common path to meet international challenges or we can wander haphazardly, sector by sector, and face the consequences."

If a national vision does not emerge, McLaughlin foresees a weak, highly segmented agri-food industry. He's calling on federal and provincial governments to channel the energy in the farm community into a rallying point for the future of agriculture.

He blames the current upheaval on the monumental changes facing Canadian agriculture, includ-



OAC Dean Rob McLaughlin wants a national vision for agriculture.

ing urban sprawl, a growing population, disparate high- and low-output farms, rural communities in decay, ebbing public sympathy for farm support, environmental challenges, relentless farm debt, pressure from cheap imports, the North American Free Trade Agreement and the General Agreement on Tariffs and Trade (GATT).

"Previous attempts to achieve a national vision — most notably, the 'Growing Together' agri-food conference in Ottawa in 1989 — have been sidelined by a bevy of distractions, the biggest being GATT," says McLaughlin. "Whether or not it gets settled, the implications for agriculture are enormous. As an industry, we're not ready to respond." □

A sign of the times

Students add their signatures and comments to a statement protesting the underfunding of universities. Aimed at raising awareness of proposed funding cuts to universities, the statement stretched almost 100 feet across the University Centre courtyard last week. Some of the comments on the statement were to be read Feb. 9 at a rally in Branson Plaza, where MPP Derek Fletcher was invited to discuss some of the funding issues. Representatives of the Ontario Federation of Students and Canadian Federation of Students were also scheduled to be on hand.

Photo by Roberta Franchuk,
University Communications



Vandalism to donor board adds up

Show some respect for the friends of U of G, please, say the people faced with a bill to repair damage to the donor board on the main floor of the University Centre.

The donor board, which recognizes contributors to the University's fund-raising campaign, has been suffering vandalism since it was put up last year, says Marilyn Robinson, director of development. Some of the plastic

panels have been shattered and the gold lettering scratched off.

It costs about \$80 to buy and install one small replacement panel. That's equal to the cost of adding a book to the library's collection, Robinson notes.

The Planning department has come up with some suggestions on how to solve the problem, including putting a Plexiglas barrier

in front of the board or moving the board to a less-exposed location. But Robinson would prefer that people "simply admire the donor board and recognize the important role of the generous donors whose names appear on it. The vandalism is an insult to the people who have made a commitment to postsecondary education." □

Cooke to head new education ministry

In a major reshuffling of ministry portfolios last week, Ontario Premier Bob Rae named David Cooke minister of education and training. The new portfolio combines the former ministries of education, colleges and universities and skills development.

Rae has combined ministries under single portfolios to reduce the number of ministries by eight. The aim is to reduce the size and complexity of government, according to a Feb. 3 press release.

Cooke, 40, has held the provincial riding of Windsor-Riverside for the past 15 years. Under the Rae government, he served as minister of housing and of municipal affairs before being assigned government house leader in 1991. A social work graduate of the University of Windsor, he spent several years with the Essex Children's Aid Society before being elected an MPP at age 24.

Assisting Cooke will be Shelley Wark-Martyn, minister without portfolio in education and training.

Charles Pascal, former deputy of the ministry of community and social services, will take over as deputy of the new education ministry from retiring Bernard Shapiro.

A PhD graduate of the University of Michigan, Pascal taught at McGill University, headed graduate studies at the Ontario Institute for Studies in Education and became the second president of Sir Sandford Fleming College in 1978.

In 1987, he was appointed chair of the Ontario Council of Regents, the government's chief policy and planning body for colleges. Two years ago, he was appointed to the Premier's Council on Health, Well-Being and Social Services.

Richard Allen, former minister of colleges and universities, has been assigned minister without portfolio for economic development and trade. Tom Sosa is retiring as deputy minister of skills development. □

Plant removal gets under way

A number of plants will be removed from the Arboretum over the next two months as part of ongoing maintenance. Trees are removed because of disease, overcrowding or damage, among other reasons, says Ric Jordan of the Hilton Centre.

Explanatory signs will be set up to inform visitors of the maintenance program. Material may be chipped for mulch, used as fuel for the evaporator or left on site to provide habitat for wildlife. □

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Children's cross-country ski boots, size 2 and 3, Ann, Ext. 4758.

1969 Pontiac convertible, 55,000 miles; 1972 TR-6 red convertible; 1983 Goldwing Aspencade, trailer, low mileage; Chevy aluminum full-size truck cap; front grill for 1978 Ford F150 pickup; coach, loveseat and chair, Rob, 836-5793.

1983 Mustang, two-door hatchback, 2.3-litre, four-cylinder, power steering, brakes, Ext. 6220 or 836-2492.

Three-bedroom luxury townhouse, garage, pool, tennis, two blocks from campus, will also consider leasing, Peter or John, 836-9513.

Danby bar fridge, red leather U of G jacket, Dana, Ext. 8599.

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Large room in farmhouse, separate entrance, stone fireplace with woodstove, shared kitchen and bath, use of pool in summer, scenic and private, Elora, \$400 a month plus utilities, Katrina, 846-2851.

Furnished three-bedroom house, west end, appliances, non-smoker, no pets, available May 1, \$1,200 a month, 763-3231.

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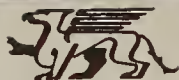
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Brown 9 x 12 interoffice envelopes. Send to University Communications, UC Level 4.

Used turntable, Ext. 3504.

Classifieds is a free service available to U of G staff, faculty, students and alumni. Items must be submitted in writing by Thursday at noon to Linda Graham on UC Level 4. For more information, call Ext. 6581.

Sports shorts



Gryphon teams wrap up season

by Christine East
Department of Athletics

This week represents the last week of regular season for many teams and the OUAA and OWIAA finals for others.

This is a week of action you won't want to miss, beginning with the women's ice hockey game Feb. 10. This is the last match between the Gryphons and Toronto before the two teams go head to head at the OWIAA playoffs on campus this weekend.

If you're kicking yourself for missing the Guelph Open Wrestling Tournament, don't despair. Our team is back in action Feb. 13 and 14 as hosts of the OUAA finals.

Got the figure skating bug after watching the Canadian championships on the weekend? Why not head for Waterloo to cheer on our own champions? The figure skating team will be challenging for the OWIAA championship Feb. 13 and 14 at the University of Waterloo.

Or if you're really in the mood to travel, how about venturing to Ottawa? The Gryphon swim team will be there this weekend competing in the OWIAA finals.

Finally, the basketball teams and men's hockey team are winding up the home portion of their regular season this week. The basketball Gryphons take on Waterloo Feb. 10 at 6 and 8 p.m. and Brock Feb. 17 at 6 and 8 p.m. The men's hockey team plays the Royal Military College Feb. 14 at 2 p.m. in the gold rink. □

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Notices

Senate cancelled

The February meeting of Senate has been cancelled. The next scheduled meeting is March 16. Peter George, president of the Council of Ontario Universities, will attend the meeting. The Senate office reminds members of the University community that nominations are due Feb. 24 for student senators and Feb. 26 for honorary degrees, faculty senators and a librarian senator.

Time for art

The Macdonald Stewart Art Centre is sponsoring "Arts of Duration," a series on video, film and performance art, on Thursday evenings throughout February. Feb. 11 features a screening of Inuit artist Zacharias Kunuk's video, *Nunaqpa*. Toronto performance and recording artist Meryn Cadell appears Feb. 18. Both events begin at 7:30 p.m. in the art centre's lecture room. On Feb. 25, Charlie Fox leads a discussion and tour of the Ed Video Media Arts Centre at 7:30 p.m. For more information, call the art centre at 837-0010.

Job postings

International Education Services on Level 4 of the University Centre has job postings for international development positions in Canada and overseas. The centre also has bibliographies relating to the Sulawesi Regional Development Project.

Scottish colloquium

The Scottish studies program will hold a colloquium on "Scots in a New Scotland" March 13 in Room 117, MacKinnon Building. Speakers include Alan McNeil of the University of British Columbia on Scottish settlement in colonial Nova Scotia and Phyllis Wagg of Dalhousie University on tracing Scottish roots. Prof. Liz Ewan, History, will give a slide presentation on "The Rebirth of the Hector." Admission is \$22 general, \$18 for seniors, free for students. Registration begins at 9:30 a.m.

Ballooning interest

The University Catholic community is holding its annual Valentine's Day balloon fund raiser. For \$2, you can buy a balloon and have it delivered anywhere on campus by a clown. Balloons are on sale in the UC courtyard Feb. 10 and will be delivered Feb. 11 and 12. All proceeds go to support refugees in Guelph.

Call for top prof

The deadline for nominations for the U of G Faculty Association's teaching awards and academic librarianship award is Feb. 19. One distinguished professor award is available for each college, two special merit awards are given for innovation, and one award recognizes academic librarianship. The awards will be presented in May. For more information, call the association's office at Ext. 2126.

Tax time cometh . . .

And your T4 slips will soon be in the mail, says Human Resources. The deadline for mailing is the end of February, so slips should reach employees by the middle of March at the latest. If you haven't received a slip by March 15, call Ext. 3374.

The number to call

U of G's newly appointed human rights adviser, Indira Ganaseilall, can now be reached at Ext. 3000. If she is not available to take your call, leave your first name and phone number. All communication is confidential.

Call for poets

The North American open poetry contest is looking for entries. One original poem per person may be submitted to the National Library of Poetry, 11419 Cronridge Dr., P.O. Box 704-XC, Owings Mills, Maryland 21117. Poems should be no longer than 20 lines and must be submitted by March 31.

Graduate news

The final examination of PhD candidate Ram Gupta, School of Engineering, is Feb. 12 at 2 p.m. in Room 427 of the University Centre. The thesis is "Modelling Soil-Water Flow Process Using Stochastic Approach." The adviser is Prof. Ramesh Rudra.

The final oral examination of John Deen, a PhD candidate in the

Department of Population Medicine, is March 2 at 9 a.m. in Room 1713 of the OVC Learning Centre. The thesis is "The Analysis of the Uptake of New Technologies in Ontario Swine Farms." His adviser is Prof. Wayne Martin.

Interested members of the University are invited to attend. □

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Open Reception: Wednesday, February 17th
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Calendar

Thursday, Feb. 11

The Arboretum - A workshop on "Growing Native Trees from Seed" runs from 9 a.m. to 4:45 p.m. at the Hilton Centre. Cost is \$85. Register at Ext. 2113.

Pathology Graduate Seminar - Daniel MacPhee investigates the factors influencing the development and treatment of bacterial gill disease in salmonids at 11:10 a.m. in Pathology 2152.

Concert - The Maple Trio performs at 12:10 and 1:10 p.m. in MacKinnon 107.

Workshop - International Education Services is holding a workshop about work and study abroad. The free one-hour session begins at 1 p.m. in UC 333. To register, call Ext. 6918.

Teaching Workshop - "Students' Academic Misconduct and Disruptions in the Classroom" are discussed from 2 to 4 p.m. in MacNaughton 222.

CUSO Information Meeting - Bill Barkley outlines opportunities for field work with CUSO at 6 p.m. in UC 441.

Worship

Catholic mass is celebrated Sunday at 10:10 a.m. in Thornbrough 164, Monday and Tuesday at 12:10 p.m. in UC 533 and Thursday and Friday at 8 a.m. in UC 533.

The Open Door Church (Anglican/United/Presbyterian) runs Sunday at 11 a.m. in UC 442.

Midweek - A Time with God provides an opportunity for reflection and meditation Wednesday at 12:10 p.m. in UC 533.

Womanstudy, a lunchtime discussion group led by Rev. Lucy Reid, meets Thursdays at noon in UC 335. This semester, the group focuses on ecofeminism, exploring the spirituality of the ecofeminist movement and its implications for the world's future.

The Student Christian Movement meets to discuss politics, society and spirituality Tuesday at noon in UC 335.

The Lutheran Student Movement meets Friday at noon in UC 444. □

Friday, Feb. 12

Nutritional Sciences Seminar - D.B. Prelusky of Agriculture Canada describes "Mycotoxin Residues in Food Animals and Their Toxicological Significance" at 11:10 a.m. in Animal Science and Nutrition 141.

Economics Seminar - Shuyoung Shi of the University of Windsor speaks on "Money and Prices: A Model of Search and Bargaining" at 3 p.m. in MacKinnon 315.

Concert - The Music in Residence program presents a free concert by the U of G Orchestra, conducted by Henry Janzen, at 8 p.m. in the Eccles Centre.

Saturday, Feb. 13

The Arboretum - A workshop on "Growing Native Trees from Seed" runs from 9 a.m. to 4:45 p.m. at the Hilton Centre. Cost is \$85. Register at Ext. 2113.

Sunday, Feb. 14

The Arboretum - Make a valentine to the birds during the Sunday afternoon walk beginning at the nature centre at 2 p.m.

Monday, Feb. 15

International Student Forum - A discussion of interracial marriages is led by international student adviser Don Amichand and educational programmer Jana Janakiram at noon in UC 429.

Human Biology Seminar - Graduate student presentations begin at 4:10 p.m. in Human Biology 212.

The Arboretum - The final instalment of the gardening series "A Practical Approach to Home Gardening" brings ecology and horticulture together. "A Place for All: Your Future Garden" begins at 7:30 p.m. at the Arboretum Centre. Cost is \$12.

Drama - *Sisters* opens tonight at the Inner Stage. Written by Canadian playwright Wendy Lill and directed by Lorraine Behnan, the play runs at 8 p.m. nightly to Feb. 20. Tickets are \$6.50 Monday to Wednesday, \$7.50 Thursday to Saturday, and are available at the UC box office.

Tuesday, Feb. 16

Women's Resource Centre Day - Tables will be set up in the University Centre with information about the functions and activities of the Women's Resource Centre.

Our World - Community development worker Jassy Narayan uses the "Better Beginnings, Better Futures" program as a model of community empowerment at noon in UC 442.

Physics Colloquium - Prof. Jimmy Law, Physics, explores "Quantum Beats and Chaos" at 4 p.m. in MacNaughton 113.

Exhibition - A show of selected drawings by undergraduate fine art students opens with a reception at 5 p.m. in the Zavitz Hall gallery. Everyone is welcome. The show continues until Feb. 26. The gallery is open from 9 a.m. to 5 p.m.

Wednesday, Feb. 17

Third-Age Learning - TAL-Guelph's winter lecture series for retired people continues as the Arboretum's Chris Earley takes a look at wildlife in the Arboretum woods at 10 a.m. and retired English professor John Bligh describes the gods and heroes in the tragic dramatists at 1:30 p.m. Lectures are in the Arboretum Centre. Admission for single lectures is \$2.50.

Biochemistry Seminar - "A Bioassay Methodology for Detection of Polychlorinated Dioxin-like Compounds in Environmental Samples" is the topic of Keke Hu, Chemistry and Biochemistry, at 12:10 p.m. in MacNaughton 222.

Food for Thought - "European Animals' Rights and Their Implications" is the topic at 12:10 p.m. in Animal Science and Nutrition 141.

Plant Biology Seminar - Thomas Guilfoyle of the University of



The student drama production of *The Sisters* opens Feb. 15 at the Inner Stage.

Mississippi speaks on "Auxin-Regulated Gene Expression" at 3:30 p.m. in Axelrod 117.

Thursday, Feb. 18

Pathology Graduate Seminar - Brad Hanna investigates hyperkalemic periodic paralysis and myotonia at 11:10 a.m. in Pathology 2152.

Concert - The free noon-hour concert features James van der Mark on double bass and Tim Long on piano. Performances are at 12:10 and 1:10 p.m. in MacKinnon 107.

Wellness Centre Seminar - Sari Locker of the University of Pennsylvania looks at love and sex in the 1990s at noon in UC 103.

Workshop - International Education Services is holding a workshop to answer questions about work and study abroad. The free session begins at 1 p.m. in UC 334. To register, call Ext. 6918.

Friday, Feb. 19

Nutritional Sciences Seminar - The effect of dietary proteins on serum cholesterol level in rabbits is the topic at 11:10 a.m. in Animal Science and Nutrition 141.

Saturday, Feb. 20

Theatre in the Trees - A dinner theatre production of *The Man Most Likely To . . .* by Joyce Rayburn continues at the Arboretum Centre. Doors open at 6 p.m., the buffet is at 6:30 p.m. and the show begins at 8 p.m. Tickets are \$39.50 plus GST and are available at the UC box office, Ext. 4368. For table reservations, call Ext. 2113.

Monday, Feb. 22

Human Biology Seminar - Strength training in the elderly is the topic of Audrey Hicks of McMaster University at 4:10 p.m. in Human Biology 212.

Interdepartmental Virology Journal Club - Michael Ligas speaks at noon in Veterinary Microbiology and Immunology 101.

Wednesday, Feb. 24

Third-Age Learning - TAL-Guelph's winter lecture series for retired people continues with a discussion of the role of native plants with the Arboretum's Henry Kock at 10 a.m. and "Later Plato (Timaeus and Laws) and Aristotle" with retired English professor John Bligh at 1:30 p.m. Lectures are in the Arboretum Centre. Admission for single lectures is \$2.50.

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Give retired lab equipment a new life

by Roberta Franchuk
University Communications

If you've got an old mechanical balance or outdated spectrophotometer cluttering up your laboratory, Dirk Tel wants to know.

The lab supervisor in the Department of Land Resource Science is collecting obsolete but functional equipment to send to a training centre in Africa. There, lab technicians from countries across the continent are learning how to operate and maintain the equipment used to analyse soil, plant and water samples.

Lack of good lab equipment is a major stumbling block in the quest of African countries to improve their agricultural situation, says Tel, who has been teaching yearly courses in soil and water analysis in Africa since 1980. While talking to the lab technicians taking the courses, he and the other instructors realized that labs across Africa had many problems in common. To find solutions to these problems, the Soil and Plant Analytical Laboratories Network of Africa (SPALNA) was formed.

Equipment maintenance training was the first challenge to face the network. Although students in

the courses were always eager to learn, the labs they returned home to were faced with a chronic shortage of well-maintained equipment. Because no major instrument firms manufacture equipment in Africa, service and spare parts aren't easily available. The students asked for instruction on how to maintain and operate the instruments they had.

With the help of the government of Belgium, a training course was set up. And members of SPALNA began scouring labs around the world for instruments.

"In many soil and plant labs, simple equipment does a good job if maintained properly," says Tel. "Yet most places in Africa do not even have a good operational balance, which is a basic tool in an analytical lab. In North America, there are probably balances galore. The old analytical balances aren't used anymore since electronic balances were introduced."

Tel found balances and a spectrophotometer in his own department that he asked to have donated to Africa. Shipping costs were paid by the Belgian government.

He was shocked to discover that some labs on campus were dispos-

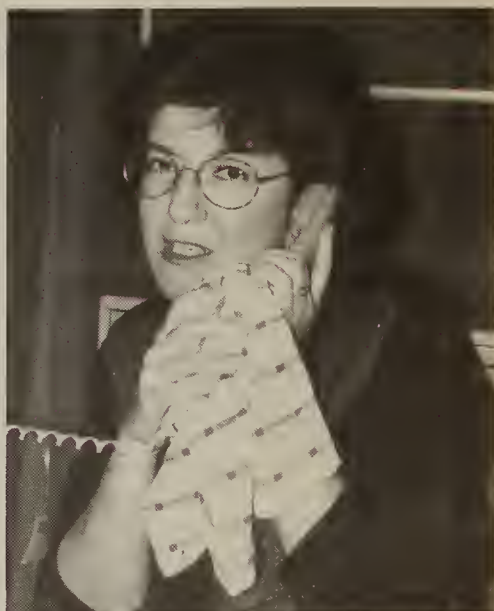
ing of their old, but functioning instruments as trash. He urges everyone who wants to get rid of equipment to contact him first.

Besides balances, the network is looking for pH meters, conductivity meters, simple spectrophotometers, atomic absorption spectrometers and flame photometers. Tel stresses that the instruments must be in good working order.

The equipment goes first to the training centre, where technicians learn to operate and maintain it properly. Some time after the technicians return to their own countries, SPALNA checks to see if they have worked to improve the situation in their labs. If improvements are visible, they receive a piece of donated equipment.

Tel says the overall goal of the SPALNA program is to train people who can go on to train others. Instructors from Europe and North America are working with people in Africa to find some solutions to the continent's problems.

Tel thanks all those on campus who contributed to the last shipment to Africa. If anyone knows of more equipment to donate, call him at Ext. 3507. □



Tea towels aren't just for drying dishes anymore. Sharon Eam finds they come in handy when she wants to leave a message on PhoneMail.

Photo by Roberta Franchuk, University Communications

Snubbed by PhoneMail? Throw in the towel!

by Roberta Franchuk
University Communications

So your spouse left a message on PhoneMail for you to pick up milk on the way home and you didn't get the message.

Before you accuse each other of careless telephone practices, you should check to see if a quirk in the telephone system isn't interrupting the messages before they are recorded. Just ask psychology professor Brian Eam.

Eam wasn't having any trouble with his ROLM PhoneMail messages — except the ones from his wife, Sharon. "She would phone and say she had left a message, but there would be no indication on the machine," he says.

Then, during a vacation in Florida, Brian Eam noticed an item in a newspaper warning users of ROLM phones that certain frequencies in some human voices mimic the tone used to signal the end of the message. When he returned to Guelph, he decided to test the theory.

Both his son, Seth, and his wife called his number and left messages on PhoneMail. Although Seth's message came through, Sharon's did not. When she called

again and used a towel over the receiver to muffle her voice, the message was recorded perfectly. Now she uses a towel whenever she calls campus and leaves muffled but understandable messages.

The problem is known to the makers of telephone systems, but nothing can be done about it, says Jim McGann, the representative of ROLM's distributor in Canada. All phones in North America use a standard system of tones to signify numbers, he says.

Certain voices, particularly women's, imitate certain tones. When the phone system receives these tones, it thinks the user has hit a stop key and it bounces out of PhoneMail.

There are no statistics on how many people have this trouble with their phone systems, says McGann, although it's "probably more than we think" because people aren't likely to suspect that their voice may be cutting the call off accidentally.

Brian Eam worries that students or colleagues may call on campus and feel snubbed if their messages are not returned. If you think this may be happening to you, try Sharon Eam's terry-cloth solution and see if it helps. □

Around town

Black history

February is Black History Month, and the Wellington County Historical Society celebrates with an exhibit and presentation at the county's museum and archives. "Black History in Early Ontario" uses manuscripts, photographs and newspapers to tell the story of black people in Ontario in the 19th century. The exhibit runs from Feb. 20 to 26. Rilla Braithwaite, former black history columnist for the journal *Controist*, speaks on the history of blacks in Wellington County Feb. 21 at 2:30 p.m. in the Nicholas Keith Room of the museum.

A Valentine caper

The Guelph Chamber Choir and friends present a Valentine's Day caper Feb. 13 at 8 p.m. at the Arboretum. Special guests are soprano Elizabeth Neufeld, tenor Glyn Evans and the Phoenix Jazz Quartet. The program will feature madrigals, love duets and jazz pieces. Proceeds go to support the choir, and \$25 of the \$35 ticket price is tax-deductible. Tickets are available at the Carden Street

Music Shop, the Bookshelf, Opus One and at the door.

In concert

The Church of Our Lady is hosting a series of concerts beginning Feb. 28. First up is an organ recital by Simon Irving, the church's music director. Admission is free. The concert begins at 3 p.m. Upcoming are a flute and harpsichord concert March 14 and organ recitals March 21 and 28 and April 4.

Youth orchestra performs

The Guelph Youth Orchestra's winter concert is Feb. 21 at 3 p.m. at the E.L. Fox Auditorium. Pieces include Grieg's *Peer Gynt Suite*, *Romance in F* by Beethoven, *The Moldau* by Smetana and Vivaldi's *Concerto for Two Flutes in C*. Tickets are \$6 general, \$4 for seniors and students, \$20 for families, and will be available at the door.

A vocal experience

A vocal concert featuring Donna Ellen Trifunovich with members and former members of the Chalmers Church choir will be held

Feb. 21 at 3 p.m. at Chalmers United Church. Tickets are \$6 general, \$5 for students and seniors, and are available at the church office or at 823-2107.

Songs of love

The Renaissance Singers of Kitchener-Waterloo are holding their annual fund raiser Feb. 12 at 8 p.m. at the Walper Terrace Ballroom in Kitchener. The program of love songs features soprano Barbara Collier and tenor Glyn Evans. Tickets are \$20 per person, \$30 per couple. For tickets, call Peter Barr at 824-1190.

Garage sale

Gather your goodies for the annual Guelph Spring Festival gigantic garage sale. To arrange for pickup of your extra kitchenware, china, linen, books, records, jewelry, children's items or furniture, call 824-6222 evenings.

A hearty concert

The Guelph Concert Band will give a Valentine's Day concert Feb. 14 at 3 p.m. at St. Andrew's Church. □

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
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At Guelph

University of Guelph, Guelph, Ontario

Volume 37 Number 6

Feb. 17, 1993

Board of Governors to talk pension reform

The Pensions and Benefits Committee of Board of Governors will present a report to the board Feb. 25 on its review of the 1992 report of the Presidential Task Force on Pensions. There is no indication yet of what recommendations the committee will present, says Charles Ferguson, vice-president, administration.

There is speculation that the committee will present estimates on the cost of introducing some of the recommendations, such as full annual inflation protection for pensioners, says Ferguson. The committee is also expected to list priorities for the changes proposed in the June 1992 task force report and to suggest how the merger of the three pension plans might be approached.

The task force said annual inflation adjustments should be given first claim on surplus. It also emphasized greater employee participation on the board's Pensions and Benefits Committee. Along with a merger of the pension plans, it recommended improvements in early-retirement benefits, plan portability, long-term disability provisions and survivor benefits.

Last September, B of G approved the task force report in

principle. Then it asked its committee to return in February with a review of the report.

Meanwhile, a group appointed by former president Brian Segal began studying the feasibility of implementation and seeking details on the costs of the many changes recommended by the task force. This group is expected to help in the process of change until B of G's Pensions and Benefits Committee and the administration can assume that role.

The implementation group will also work with the University Pensions and Benefits Committee, whose 18 members represent retirees, faculty, professional staff and employee groups and who see communication with employees and retirees as one of their prime responsibilities. □



Heads up!

Gryphon Rick Henry, left, topples an opponent during the Ontario University Athletic Associations wrestling finals on campus this weekend. Henry

won the heavyweight championship, becoming the only member of the Guelph team to go on to the national finals.

Photo by Chris Black

Durham College puts seal on credit transfer deal

U of G and Durham College of Applied Arts and Technology in Oshawa signed an agreement Feb. 15 to mark a formal link between food science-related programs at the two institutions.

The agreement will give graduates of Durham's three-year food and drug technology diplomaprogram advanced standing to pursue a B.Sc. in food science at Guelph. Durham graduates will receive 15 advanced standing credits when they are accepted into the University's food science program. This will reduce the semesters needed to complete the B.Sc. program from eight to five.

The agreement was signed at the President's House by acting president Jack MacDonald, Durham College president Gary Polonsky, OAC Dean Rob McLaughlin and Doug Tripp, Durham's director of technology programs.

The program will give U of G a stream of qualified students to enter its food science program, says Prof. Leonard Conolly, acting academic vice-president. This is a positive move, he says, because it capitalizes on the strengths that college-trained students bring to the program while providing them with an educational ladder.

"In fact, this is one of a number of linkages we are undertaking that demonstrate our commitment to aggressively develop relation-

ships with community colleges to our mutual benefit," says Conolly.

Tripp says the agreement is a good prototype for co-operation between universities and colleges in the future.

"We were looking for a relationship with the University to cover the full scope of technical work in the food-processing industry," he

says. "Our graduates can now move on to the degree level in a learning continuum."

He expects Durham graduates to show strong interest in the program. The college also intends to promote it to high school students.

At least 15 places in Guelph's food science major will be reserved annually for college trans-

fer students. The Department of Food Science will track the progress of incoming Durham students and report back on their success in two to three years.

In addition to linking up for the credit transfer program, U of G and Durham are joining forces on a continuing education program. See story on page 2. □

Forum to discuss restructuring

A meeting to discuss U of G's academic structure will be held Feb. 17. Faculty, students, staff and alumni are invited to Room 029 of the MacKinnon Building from 4 to 5:30 p.m. to discuss their ideas about re-modelling U of G's academic system. □

Inside:

- OMAF to start building in May 2
- U of G launches campus-wide information system . . . 3
- Getting the dirt on recycling 3
- The secrets of success 4

UNIVERSITY of GUELPH

Graduate fees, stipends could rise

Tuition fees — and potential earnings — of graduate students will go up next year, if Board of Governors takes the advice of two committees at its Feb. 25 meeting.

Full-time Canadian graduate students would pay \$968 per semester beginning in May, up seven per cent from \$905, announced acting academic vice-president Leonard Conolly at the second annual Graduate Students Association (GSA) open forum Feb. 12.

At the same time, stipends for 1,300 teaching assistants would increase almost five per cent to \$3,600. U of G graduate scholarships would rise \$100 to \$1,700 and TAs would get a tax break on 30 per cent of their earnings.

"We're not suggesting there is a great deal of generosity here," said Conolly, "but it is an at-

tempt to compensate for tuition increases."

He said the administration endorses these proposals from the Presidential Advisory Committee on Graduate Teaching Assistants and Graduate Service Assistants and the Vice-President's Advisory Committee on Graduate Student Matters. If approved by B of G, they would take effect May 1.

GSA president Christine Gottardo said the association accepts the need for a tuition hike. And the savings realized from the tax break would "make a difference" for students, she said. Visa students would pay the same dollar increase as Canadian students — \$63 — which works out to only 1.5 per cent more. Their semester fees would rise to \$4,123 from \$4,060. The \$240,000 revenue gener-

ated by tuition increases would cover the costs of increases in teaching assistants' rates and scholarships, said Conolly.

The administration and the GSA have also endorsed an idea that would boost actual take-home pay for graduate students. Seventy per cent of teaching assistants' earnings would be considered pay for work done and be taxable. The rest would be classified as hursary, would be exempt from UIC and pension deductions and could be eligible for a tax credit of up to \$500.

"This is a rather innovative approach . . . and we're excited about it," said Prof. Susan Pfeiffer, assistant dean of graduate studies. The division would be made for bookkeeping purposes only, she said, and teaching assistants would always receive the full allocation. □



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Letters to the editor

Put the blame on right people

Although I understand that the University has traditionally maintained a "divide and conquer" strategy when it comes to employee relations, and although I believe that getting involved in any debate that dignifies this practice is unnecessary, I feel compelled to go against my better judgment and respond to several recent letters in *At Guelph* regarding pay rates.

Contrary to what some would have the ill-informed believe, U of G Staff Association (UGSA) employees are not being paid at the level of either the exempt group or professional groups. Although it is inappropriate to force a one-per-cent pay increase on certain groups on campus, it is also inappropriate to put the blame for this minuscule pay raise on the UGSA.

Let's put the blame on the right people, shall we? If you have a complaint about pay raises, bring it up with the people you negotiate your salary with.

The UGSA negotiating team sat with administration to come to an equitable agreement. The purpose of this week-long exercise was not for administration to make the staff association a convenient target of blame for whatever ills befell the University. It was also not intended as an excuse for you to vent your frustration at a system that has been unjust to other groups besides yours. (Does pay equity ring a bell?)

We have historically been, and continue to be, the lowest paid group on campus. The UGSA consists predominantly of secre-

tarial and clerical workers who average less than \$30,000 a year.

There is little doubt that the entire University community is suffering because of the economic climate. Despite this, no one can deny that a realistic pay raise is not only appropriate, but also deserved for both the exempt and professional groups.

Because the decision makers, in their infinite wisdom, have concluded that a higher pay rate is not in order, I can only say that they are devaluing a group of people who do a great job on this campus. As both a student and a staff member, I am impressed with the quality of people who continue to work in this environment, whatever group they are in.

The UGSA plays a significant role at this institution, and the bashing that is occurring because of a decision that it had no part in making is unfair and unjustified.

I would like to encourage members of the exempt and professional groups not to be manipulated into thinking that any group besides the one they negotiated with determined their pay rate.

Although it might appear that the University's personnel management strategy has worked — after all, I have dignified it with a response — I have come to realize that an opinion that comes from someone in the staff association doesn't count for much.

Tara Curtis
U of G Staff Association

Future readers may be confused

I am writing to assist the historians who will use *At Guelph* as an archival source in the future.

My contribution is a note of explanation for a potentially puzzling recent reference. Future readers of the Jan. 27 article on U of G's incoming president may be intrigued by the following sentence: "He also likes to drive his own car."

Future readers may already suspect — and I can confirm — that this is not a simple description of Mordechai Rozanski's preferences. It is a revelation of the repressed anxiety that gripped U of G students, staff and faculty in the 1990s.

At this time, there was uncon-

scious recognition that a revolutionary end to dependence on the automobile was coming. Accompanying this dim awareness of apocalyptic change was an unspoken fear that as the protective bordering sea of parked vehicles evaporated from campus, so, too, would the peace, order and good university governance so clearly exemplified in their neat and patterned ranks.

As 21st-century readers know, the initial reassurance of continued presidential honoring of the automobile icon disappeared within the new president's first term as alternative transportation took hold. The completion of this transformation was confirmed in the interview with the next president (*At Guelph*, Jan. 17, 2003), in which she notes: "I like to ride my bicycle."

Prof. Hugh Whiteley
School of Engineering

CUPE talks hit impasse

U of G and the Canadian Union of Public Employees (CUPE), Local 1334, have reached an impasse in negotiations, says Stu Brennan of Human Resources.

Both parties now await the appointment of a provincial mediator, who will call a meeting to try to settle the differences between them. If an agreement is not reached at this meeting, the next step could be a strike or lockout, says Brennan. The earliest a strike or lockout could occur would be Feb. 22, he says.

CUPE represents about 380 employees on campus. □

UGFA talks get under way

The University and the 565-member U of G Faculty Association (UGFA) have entered into salary and benefits discussions for 1993/94.

The University and UGFA exchanged positions Feb. 1. Both positions were distributed to faculty through the Feb. 3 issue of the association's newsletter.

Under the terms of the special plan agreement for faculty, negotiations must be concluded by April 1. □

OMAF to begin new headquarters in May

Construction of the new \$50-million head office of the Ontario Ministry of Agriculture and Food (OMAF) in Guelph is to begin in May, it was announced Feb. 12 at a press conference at Guelph City Hall.

The construction phase of the building — over a 30-month period — will create 1,900 person-years of local construction work with jobs Ontario Capital funding, said MPP Pat Hayes, parliamentary assistant to the minister of agriculture and food.

The office, which will stand at the corner of Gordon Street and Stone Road, is slated for completion by the end of 1995.

Under the Ontario Government Relocation Program, 450 provincial ministry personnel will be relocated to Guelph. The

office complex will also house 460 OMAF workers now located in six leased locations in Guelph.

OMAF's relocation to Guelph will have many benefits for the University, said acting president Jack MacDonald.

"The relationship between the University of Guelph and OMAF is extraordinarily important," he said. "We're delighted to see this project go ahead, and we're delighted to welcome our colleagues from OMAF."

The anticipated budget for the 300,000-square-foot building is more than \$50 million. Tenders for construction will be advertised this month, and the contract will be awarded in the spring. □

Continuing education targets food processors

U of G and Durham College of Applied Arts and Technology in Oshawa are joining forces to develop a continuing education program for the food-processing industry.

Virginia Gray, Guelph's director of continuing education, and Michelle Nichols, Durham's vice-president for postsecondary and continuous learning, signed an agreement to formalize the collaboration Feb. 15.

The two institutions have named Sandra Pitts — a Guelph food science graduate with nine years' experience in the food industry — continuing education program development co-ordinator. She will develop a program to meet the education and training needs of the food-processing industry.

"There is a real need to expand continuing education programs to address the lifelong education and training requirements of an industry under increasing pressure in the current economic times," she says.

OAC Dean Rob McLaughlin, chair of the Guelph Food Council, says Pitts's appointment is "an

important step in improving our ability to respond to increasing food industry requests for training and professional development. Assisting the food industry in keeping its workforce trained and up to date in the latest technology and research ultimately helps ensure the viability of one of Canada's largest industries."

Pitts will help develop new programs that address the broad spectrum of the food industry's needs and reflect the combined expertise of U of G and Durham College. Training opportunities will be flexible in their delivery so they can be accessible to people currently employed, she says.

Her responsibilities will include chairing a continuing education food science advisory committee and working with the Ontario Ministry of Agriculture and Food to evaluate industry needs.

"Making people aware of the programs will be the biggest challenge," says Pitts. She hopes to achieve this through strategic marketing and consultation with industries and associations affiliated with the food industry. □

At Guelph

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Get a GRIFF!

U of G launches campus-wide information system

by Roberta Franchuk
University Communications

GRIFF puts campus news, entertainment and sports at your fingertips. No, that's not Griff, the lovable sports mascot — it's the University's campus-wide information system, Guelph Relevant Information and Fact Finder, which officially came on-line this week.

By signing on to GRIFF, you can instantly see what the sports teams are doing this week, check out the library's hours, scan the top stories in the latest *At Guelph* or confirm the last day to drop classes.

GRIFF is available as a MASLO menu selection to anyone with a network or a data line connection on their computer. It's also available at all computers in the campus computer pools and can be accessed off campus with a modem.

Messages out fast

Getting messages out to the campus community quickly and accurately without wasting paper was one of the main reasons for developing GRIFF, says Mary Cocivera, director of University Communications and a member of the steering committee that led the project.

"When we have to get a message to everyone on campus quickly, such as during last year's meningitis scare, we have to send faxes and hire people to deliver pieces of paper," says Cocivera.

"That's expensive and time-consuming. As more and more people use GRIFF, it will become a central place to put information. People won't have to search for phone numbers or remember who to call."

GRIFF uses Gopher software

developed at the University of Minnesota. About 150 universities in North America are already using the software in their own campus-wide information systems, says Cocivera, although each campus has personalized the service to suit its own needs. Cornell University, for example, has a wildly popular advice column written by "Uncle Ezra." Over at Princeton, one of the most-read features is "Police Blotter."

Worldwide access

Eventually, GRIFF will also offer access to all the other Gopher systems on the continent, says steering committee member Wayne Marsh, director of research services in the Office of Research. That will make it as easy to check the weather in Colorado as in Guelph, he says.

Work began on setting up GRIFF in 1992 when an ad hoc group of potential users — Cocivera, Marsh, Cal Swegles of Human Resources, Larry Porter of the library, Andre Auger of the Counselling and Student Resource Centre, Bill Clausen of the Department of Athletics, Barbara Abercrombie of the President's Office, Blair Capes of Student Housing Services and student Shirley Senoff — met to discuss the possible benefits of such a system.

Technical issues

With the help of Phil Jones of Computing and Communications Services, the group looked at the technical and organizational issues involved.

When the project received the go ahead from the administration, the ad hoc group became the steering committee for the project.

One of the first decisions the

committee made was to keep GRIFF decentralized. Although some institutions have one unit responsible for all the information on their system, the steering committee believed the best way to keep interest high and information current was to allow many people access to the system, says Cocivera.

Each department that wants to add information to GRIFF selects people to be information providers. The individual information providers sign a contract



to ensure they will keep their information up to date. They are given a password and instructions on adding and updating information, and are responsible for everything that appears in their section.

Cocivera says keeping all information on the system up to date is crucial because users must be able to trust GRIFF's accuracy. "If one item is out of date, it will pollute the entire system," she says. □

How to use GRIFF

The only thing you need to be able to access GRIFF is a personal computer with a connection to the high-speed network, a data line connection or a modem connection to the University system.

You will also need the software for MASLO version 8.0, which supplies a menu that includes GRIFF, and the Gopher software that accesses GRIFF. The student computer pools are already supplied with the proper software, as are some of the network servers.

■ From a computer, type MASLO to access the menu choices. If the version of MASLO that appears is not 8.0, try typing MASLO8. If this does not produce the proper menu, your computer or network does not have the right version of MASLO. If you are on a network, call your network supervisor to ask to have the software installed. If your computer has a data line connection, you will have to pick up a copy of MASLO 8.0 at the Computing and Communications Services (CCS)

help desk and install it on your computer. (MASLO 8.0 will also allow you to use the University's on-line telephone directory.) With the proper version of MASLO, GRIFF will appear as a menu choice.

■ Move the cursor to the GRIFF choice and select it to enter the system. If you cannot enter the system, your computer does not have access to the Gopher software. Again, contact the network supervisor or pick up the software from CCS.

■ When the GRIFF system asks for your password, type "griff." Now you're in the system, which is set up as a series of menus. First off, you're given a choice of the areas you can look at, including "About Griff," "Entertainment," "Faculty" and "Students." (See the copy of the GRIFF menu at right.)

■ To select a menu choice, type the number of the choice and hit the return key. This brings you either to the information itself or to another menu. In

"Library," for example, you're offered a number of choices, including library hours and circulation services.

■ You can move deeper into one subject area by continuing to select choices and read screens, or you can exit back to the main menu to look at information in other areas.

Get into the system and look around. Who knows what you might find?

GRIFF menu

1. About Griff
2. Academic Calendar Information
3. Administrative Department Announcements
4. Athletics
5. Entertainment
6. Faculty
7. Library
8. Safety Information
9. Services
10. Staff
11. Students
12. This Week At Guelph
13. U of G Facts

She's keeping the lid on garbage

by Roberta Franchuk
University Communications

Georgianna MacStephen has a dirty job.

The third-year environmental engineering student is U of G's new waste-management co-ordinator, and poking through dumpsters is just part of the job.

MacStephen was hired in January for eight months to help the University recycle more and produce less waste. Many of her goals had already been outlined in the campus waste audit conducted last summer by fellow engineering student Alexander Hall. (See *At Guelph* Oct. 21, 1992.)

A big barrier

Educating the community is at the top of her list. Lack of interest and knowledge in the University's recycling programs is a big barrier to improvements, says Mike Bladon, head of Grounds. "There are people who aren't remotely interested or don't know what we're doing."

MacStephen will try to combat this by working with people in all departments to keep awareness and interest in recycling and waste reduction high. She's already met with groups such as Housekeep-

ing, Student Housing Services, Hospitality and Retail Services, the Ontario Public Interest Research Group and the City of Guelph to enlist their co-operation.

As an introduction to her job, she rode with the trucks that collect trash and recyclables around campus and learned what kind of material ends up outside for collection in each building. Hall's report noted that a large amount of fine paper is still being sent to the landfill as waste, and this is one of the concerns MacStephen will be dealing with.

Over the next few months, she hopes to visit most departments on campus to look at the systems that have been set up, introduce herself to the "movers and shakers" who see what happens" and answer questions.

"I want people to know that recycling is a good thing," she says. "We want to put a positive emphasis on it and get people more interested in it in a friendly way."

Adds Bladon: "We want to generate enthusiasm and get people moving. We've gone the first kilometre down the waste-management road; now we have

to start the second."

Response to MacStephen's work has been good so far, she says. Students in East and South residences have already come to her with new ideas for collecting recyclables, and some interesting ideas on composting have emerged from Watson Hall and the Central Animal Facility.

She's also looking at ways to set up newsprint collection bins in office areas and to improve the collection of corrugated cardboard.

More enthusiasm

Roger Jenkins, head of Physical Resources, says MacStephen's appointment illustrates the importance of recycling and waste reduction to the University.

The duties of waste-reduction co-ordinator were previously piggybacked on to those of Paul Cook in Vehicle Services, but MacStephen will be able to devote her full attention to them and "put a little more emphasis and enthusiasm back into waste-management issues on campus," says Jenkins.

Anyone with questions or suggestions can call MacStephen at Ext. 2054. □



For the University's new waste-management co-ordinator, Georgianna MacStephen, poking through dumpsters is all in a day's work.

Photo by Roberta Franchuk, University Communications

OAC professor returns to his roots

by Roberta Franchuk
University Communications

A childhood spent on farms in Alberta and Ontario gave Prof. Doug Morrison the interest in animal nutrition that eventually brought him to U of G as first chair of the Department of Animal and Poultry Science.

Now, after his official retirement, he is turning back to his childhood with a project to write down his memories in the form of bedtime stories for his grandchildren.

Born in Alberta, Morrison lived there until the great prairie drought of the 1930s drove his family back to its Ontario roots. At age 11, he began working on neighboring farms.

A career in agriculture beckoned, so Morrison headed off to earn a degree at OAC. After graduation, he began field work for Maple Leaf Mills. In 1952, the company sent him to the University of Illinois, where he earned his PhD. He then returned to Maple Leaf, eventually becoming director of research.

In 1971, U of G merged its departments of animal science and poultry science and began looking

for an external candidate to become the first chair. Morrison was the choice.

His 11 years in the position taught him that "the most important thing a chair does is create an atmosphere where people can most fully express their abilities, whatever they are. Equally important is the selection of new people."

The 1970s were a time of expansion for the department. Many new faculty were hired, and research stations in Elora and Arkell were built.

"It was a wonderful time to be chair," Morrison recalls. "Things were expanding and growing; it was all very positive."

But even though the administrative and managerial duties of the chair kept him busy, he was never too busy to teach. During his entire tenure as chair, he taught an undergraduate seminar course that allowed him to get to know every student in the department.

"I've had tremendous enjoyment out of teaching," he says. "It's most satisfying to see students mature and grow, see them progress in industry and become leaders in agriculture, and to

know that the University had a small part to play in that."

Teaching also helped him keep track of the kind of training the students were receiving and therefore how good a job the department was doing, he says.

Although Morrison's research took a back seat to teaching while he was chair, since stepping down in 1982, he has become more involved in work on environmental physiology, investigating how animals respond to their environment. This has led to research on such topics as temperature control in barns and the use of microwaves as a heat source for young animals.

This month, Morrison was recognized for his contributions to the University by being named professor emeritus (see his speech below).

With his active research winding down, he looks forward to participating more in his local church and doing more work on the farm he owns with his wife, Barbara.

And, of course, adding more chapters to his account of a prairie childhood. □



Professor emeritus Doug Morrison

Photo by Roberta Franchuk, University Communications

The secrets of success: Act justly, love mercy, walk humbly

Editor's note: At Feb. 6 convocation, retired OAC professor Doug Morrison was named professor emeritus and addressed the graduating class. Since then, At Guelph has received a number of requests for copies of his convocation speech. The following is the text of that speech.

I wish to speak to you about success. It is a word in one of its forms that, I suppose, all of us would like to have apply to us. In common parlance, it has come to mean all sorts of things that should never be classified as success.

Some would say if you attain your goals, you are a success. Others classify success as attaining fame, honors, wealth, power. But goals can be desperately wrong, and attaining such goals could never be considered success. And fame, honors, wealth, power do not necessarily indicate success.

In this day of relative values — "If it feels good, do it" — I want to challenge you to be successful, but successful in the sense I shall define.

Over 2,000 years ago, a Hebrew writer penned what I believe to be a true description of success. He wrote: "And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God." Act justly, love mercy, walk humbly. This definition acknowledges God and presupposes absolutes.

Recently I was waiting for my wife at the Front Street entrance of the Royal York Hotel in Toronto. I waited just inside the

revolving doors, then I saw her coming. I picked up my bag, took one step toward the door, when suddenly a man dressed in scarlet and gold and blue stepped peremptorily in front of me and said: "Sorry, sir, stop." I had little choice.

Down the broad stairs came two men, deep in conversation — blue suits, white shirts, careful ties, shiny black shoes. The attendant helped them through the door and, once they were outside, another man opened the door of the limousine and they were driven away.

As I climbed into my pickup truck, I wondered to myself whether or not they were successful. They had power, at least enough to stop me. They had some wealth, at least enough to have one man stop me and spin the revolving door and another to help them into a big, beautiful car. They may have been famous, but alas, I didn't recognize either of them. I wonder, were they successful? Did they act justly, love mercy, walk humbly? They may well have done. I hope so.

One of the beautiful things about real success is that it depends entirely on you. It does not depend on your genealogy, where you were born, what was or is your environment. Act justly, love mercy, walk humbly. It is your choice.

Some of the most successful people I have known (not all, some) have had few honors, little wealth and no fame, yet they were immensely successful and deeply in-

fluenced my life.

To act justly. What does it mean in everyday life? It requires integrity, a regard for truth, doing what is morally right or proper. It suggests reward for virtue and punishment for vice. It implies actions worthy of one's abilities. It is far removed from situational ethics. It affirms my willingness to accept the responsibility for my decisions.

Justice, said Disraeli, is truth in action. While at the University of Guelph, you have acquired a great deal of knowledge, but Samuel Johnson wrote that "knowledge without integrity is dangerous and dreadful." Act justly.

To love mercy is to have compassion, to be sensitive, to show forgiveness, to have a sense of pity. Mercy requires love and concern. One who is merciful will help, not hinder; will praise, not upbraid; will give, not take.

On a recent newscast, I heard Canadians described as generous people, based on the fact that in 1990, the average charitable donation was \$130 per person. One hundred and 30 dollars is about what a person might spend on coffee breaks! That scarcely deserves the term generous as a charitable donation.

Mercy is an opposite of greed. Mercy is vital adornment. Shakespeare, in *Merchant of Venice*, had Portia say mercy "becomes the throned monarch better than his crown." Love mercy.

Finally, walk humbly. A humble person is unpretentious, modest, aware of strengths and weaknesses, but one who carries a deep sense of personal worth. A humble person is a confident, assured person.

Our view of what being humble means may have been sadly twisted by the picture painted by Dickens in the distorted mind of Uriah Heep, who claimed: "I'm a humble person" when he was false and hollow and a knave.

A humble person is not obsequious, servile or fawning, but is one who has nothing to prove, is open, pleasant. A humble person does not wear a mask. What you see is what you get.

I once had a friend who, to me, epitomized a humble walk. He was a multimillionaire, but one never thought of that in his presence. Instead, one saw an open, pleasant, quietly confident man, unselfish, unpretentious, generous. Walk humbly.

Some of you will become famous, some will become prominent, some will become wealthy, some will become powerful. I trust, at the same time, you will be a success.

Some of you will not become famous, nor prominent, nor wealthy, except in the sense all of us are wealthy in this country, nor powerful. I trust, at the same time, you will be a success. That you all will do justly, love mercy, walk humbly.

I wish you well. I wish you success. □

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Garry Davidson

International study option attracts six grad students

The new international study option for graduate students, approved by Senate in the fall, has already signed up six students, says Graduate Studies Dean Doug Ormrod.

Under the option, graduate students undertaking at least six weeks of study in another country are eligible for one credit that will be recorded on their transcript. They must apply in advance and have the approval of their departments. They must also make a report to the dean of graduate studies.

The six students who have

signed up for the option are headed for Russia, Thailand, Ghana, India, Czechoslovakia and England, says Ormrod.

More information about the option can be obtained from the Office of Graduate Studies or International Education Services, which are both located on Level 4 of the University Centre.

There is no limit on the number of students who can apply, says Ormrod. He encourages all graduate students considering a period of study abroad to consider the option. □

Sports shorts

Want to see women's ice hockey at its best? Stop by the Gryphon Centre Feb. 20 and 21 as the Guelph Gryphons host the OWIAA finals.

The league may be small — only four teams — but the competition is stiff. Toronto finished in first spot after regular season play, followed by the Gryphons, Queen's and York.

Games begin Saturday at 1:45 p.m. with Guelph taking on Queen's, followed by Toronto against York at 3:45 p.m. The Saturday winners will play for the championship Sunday at 1:45 p.m. All games will be played in the gold rink. □

Test detects incurable sheep and goat disease

by Owen Roberts
Office of Research

A unique diagnostic test for an incurable sheep and goat disease has been developed by scientists at Guelph and the University of Arizona.

Caseous lymphadenitis (CLA) affects 30 to 40 per cent of the flocks and herds in most major sheep- and goat-producing areas, including Canada, the United States, Australia and parts of Europe. It causes large abscesses on the skin and internal organs. Losses due to poor reproductive performance, increased culling and carcass rejection amount to millions of dollars worldwide.

CLA can be difficult to detect because incubation takes up to two years. Some animals may have abscesses in their lungs while showing no specific external signs of the disease.

That elusiveness has led researchers on a quest for a highly sensitive, specific diagnostic test that could be used for confirming a suspected case, screening new additions to flocks and herds currently free of the disease and limiting or eradicating the disease from farms that already have it.

"Sheep and goats with external abscesses are easy to detect and remove from a flock," says Prof. Paula Menzies, Population Medicine, one of the developers of the test. "The problem has traditionally been detecting animals incubating the disease or those with internal abscesses. This test represents the first commercially available tool to help catch these hidden carriers and offer producers the opportunity to achieve the economic benefits and status of a CLA-free herd."

The test was developed over three years by Menzies, Prof. Ann Muckle and technician Tay Hwang of the Department of Veterinary Microbiology and Immunology, and Glenn Songer of the University of Arizona. It is

being offered to veterinarians and producers through Mann Equitest Inc. of Guelph. Testing costs \$3.85 per animal.

CLA is caused by the *Corynebacterium pseudotuberculosis* bacterium, which produces a powerful tissue-damaging exotoxin. It has a thick, waxy bacterial wall that makes it resistant to destruction by white blood cells and resilient against environmental stresses. Tests show it can survive up to eight months in warm soil.

As many as 50 million bacteria live in one abscess. Releasing an infected animal into a CLA-free herd will spark a high incidence of abscesses in as little as two years.

In a recent survey by Menzies, Ontario sheep producers said CLA is one of the most significant diseases in their flocks, second only to internal parasites.

"Producers express distress seeing their animals sick with abscesses and knowing they can't cure them," she says. "They strive to have healthy and clean herds and respond very emotionally to the disease because of the disfigurement it causes. They find it quite disgusting."

Development of this technology was supported by the Ontario Ministry of Agriculture and Food and the Gartshore Memorial Sheep Research Fund. □



Tay Hwang, centre, and Prof. Ann Muckle, right, have developed a diagnostic test for an incurable sheep and goat disease. At left is Leslie Huber of the blood-typing laboratory Mann Equitest Inc. Photo by Sherry MacKay

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Research deadlines

Due Feb. 23 are applications for:

- Landscape Ontario Horticultural Trades Foundation grants and scholarships.
- National Institutes of Health (U.S.) research grants.

The American Philosophical Society will accept applications for its grants-in-aid from Feb. 23 to June 22.

Due March 1 are applications for the U of G Research Board's research grants for new faculty. □



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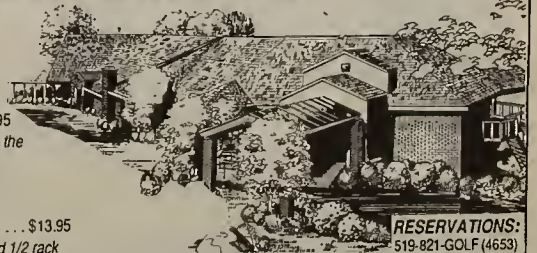
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Police beat

Campus Police report the following occurrences for November and December.

Disturbances and malicious damage: Police investigated 67 occurrences of damage totalling \$12,296, 36 disturbances, one threatening complaint and one noise complaint.

Harassment and assaults: Police investigated two complaints of Level I assault, five complaints of harassment and four obscene/nuisance telephone calls.

Liquor/drug-related offences: Ten charges were laid under the Liquor Licence Act.

Thefts: Eighty-one cases of theft involving University and private property were reported. Valued at \$37,158, the property

included bicycles, cash, computer and laboratory equipment and automobiles. One break and enter was investigated.

Trespassing: Police checked 11 suspicious persons and issued one summons under the Trespass to Property Act.

Alarms: Police responded to six false electronic alarms for emergency assistance, 12 false telephone emergency alarms and 14 fire alarms, 13 of which were false.

Vehicle offences: Eleven motor vehicle collisions were investigated, along with four hit-and-run accidents. □

The fine art of collaboration

The studio faculty of the fine art departments at U of G and the University of Western Ontario have collaborated on an exhibition called "Practice and Pedagogy."

Works by Department of Fine Art chair Ron Shuebrook and Profs. Walter Bachinski, Lorene Bourgeois, Gene Chu, Kathryn Dain, Suzy Lake, Reinhard Reitzenstein and Elton Yerex are on display at the London Regional Art and Heritage Museum.

A panel discussion with faculty from both universities on the relationship of studio practice and teaching is planned for Guelph. □

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Notices

Steinem to speak

Renowned feminist Gloria Steinem comes to Peter Clark Hall March 10 at 8 p.m. to discuss her latest book, *Revolution from Within*. Tickets are \$5.50 general, \$3.50 for U of G students, and are available at the UC box office. Proceeds will be donated to Guelph-Wellington Women in Crisis.

Natural visions

Images of nature from Southern Ontario and across Canada are captured in the photography of George Pohoral, now on display at the Arboretum.

First aid course

A St. John's Ambulance first aid course begins March 4 on campus and runs Thursdays from 7 to 10 p.m. until April 1. Cost is \$65. Register at the cashier's office in the Athletics Centre.

That sappy feeling

The sap is flowing again as Maple Syrup Days kick off Feb. 27 for another year at the Arboretum. Come to the nature centre to experience the sights, sounds and tastes of maple syrup making. Maple Syrup Days run Saturdays and Sundays from 9:30 a.m. to 3:30 p.m. until the end of March. Call Ext. 2113 for more information.

Celebrating with FACS

The Mac-FACS Alumni Association is hosting a ring ceremony and reception for graduating FACS students March 8 from 5 to 6:30 p.m. in Alumni House.

Food seminar

The Food Industry Education and Training Consortium of Durham College and U of G

presents a public seminar on ISO 9000 standards and the use of SPC in food and drug processing March 10 and 11 in North York. Cost is \$401.25 per person. To register, call the Productivity Improvement Centre at 416-721-2000, Ext. 354.

Hit the slopes

Alumni Ski Day at Horseshoe Resort is March 15. The day features specially priced alumni hotel rooms, discounted lift tickets and lessons, a barbecue and apres ski party, races, cross-country skiing and free skiing for kids. For more information, call Ext. 6963.

A confidence builder

The Guelph branch of the Mac-FACS Alumni Association presents a seminar on improving self-confidence, enhancing self-acceptance and setting realistic goals March 25 at 7:30 p.m. in the Arboretum Centre. Guest speaker is Lois Ferguson, president of Malibu Consulting International. For more information, call Laurie Malleau at Ext. 2102.

Engineering awards

The Canadian Council of Professional Engineers offers three scholarships of \$7,500 for research in an engineering-related field, two scholarships of \$5,000 for engineers doing research in a field other than engineering and an award of \$5,000 to an individual studying in the area of engineering failure investigation and/or strength of materials. Deadline for applications is May 1. Contact the provincial engineering association for details.

Classifieds

For sale

Jack Russell puppies, excellent pedigree, 766-4026.

Three-bedroom townhouse, close to campus, 822-2896.

Building lot, 150 by 327 feet, Eramosa Township, minutes from Guelph, 824-1587.

Moving to England, everything must go, 821-5936.

Premium quality duvet, fully combed cotton, pure Canadian goose down, never used, Joanne, Ext. 6031 or 837-1069.

Technics turntable, never used, 824-9982 evenings.

Three-bedroom luxury townhouse, garage, pool, tennis, two blocks from campus, will also consider leasing, Peter or John, 836-9613.

For rent

Rural three-bedroom bungalow, 15 minutes from campus, family room with fieldstone fireplace, appliances, lawn maintenance and snow

removal included, references, available April 1, \$900 a month plus utilities, 658-2985.

Furnished one-bedroom condo, backs on to conservation area, on bus route, laundry, secured entrance, walking distance to campus, lease required, Ext. 3868 or 821-3249 after 5 p.m.

Wanted

Conversational German tutor for adult beginner, Ext. 3438.

Brown 9 x 12 interoffice envelopes. Send to University Communications, UC Level 4.

Available

Free four female German wired hair pointer/German shepherd cross puppies, seven weeks old, Dale, 767-2094 after 6 p.m.

Classifieds is a free service available to U of G staff, faculty, students and alumni. Items must be submitted in writing by Thursday at noon to Linda Graham on UC Level 4. For more information, call Ext. 6581.

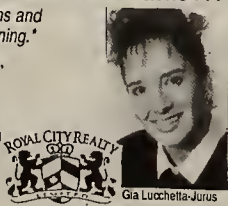
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Calendar

Thursday, Feb. 18

Pathology Graduate Seminar - Brad Hanna investigates "Hyperekalemic Periodic Paralysis and Myotonia" at 11:10 a.m. in Pathology 2152.

Concert - The free noon-hour concert features double bassist James VanDemark and pianist Tim Long. Performances are at 12:10 and 1:10 p.m. in MacKinnon 107. Admission is free.

Lecture - The Wellness Centre hosts Sari Locker of the University of Pennsylvania taking a look at love and sex in the 1990s. The talk begins at noon in UC 103.

Workshop - International Education Services (IES) is holding a workshop to answer questions about work and study abroad. The free one-hour session begins at 1 p.m. in UC 334. To register, call Ext. 6918 or visit IES on UC Level 4.

Macdonald Stewart Art Centre - The "Arts of Duration" series continues with Toronto performance and recording artist Meryn Cadell at 7:30 p.m. in the art centre's lecture room.

Concert - Canadian country music band Prairie Oyster performs in Peter Clark Hall, along with special guest Jim Witter. The show begins at 9 p.m. Tickets are \$10 in advance or \$12 at the door and are available at the JC box office. Photo ID is required for this licensed event.

Friday, Feb. 19

Nutritional Sciences Seminar - "Effect of Dietary Proteins on Serum Cholesterol Level in Rabbits" is the topic at 11:10 a.m. in Animal Science and Nutrition 141.

Molecular Biology and Genetics Seminar - David Andrews of McMaster University looks at "Novel Mechanisms Involved in Targeting Proteins to Membranes" at 11 a.m. in Axelrod 028.

Geography Seminar - "Management of the Yellow River Basin" is the topic of Changming Liu of



James VanDemark performs at the Feb. 18 noon-hour concert.

the Chinese Academy of Sciences at 1:10 p.m. in Hutt 234.

Saturday, Feb. 20

Theatre in the Trees - A dinner theatre production of *The Man Most Likely To...* by Joyce Rayburn continues at the Arboretum Centre. Doors open at 6 p.m., the buffet is at 6:30 p.m. and the show begins at 8 p.m. Tickets are \$39.50 plus GST and are available at the UC box office, Ext. 4368. For table reservations, call Ext. 2113.

Monday, Feb. 22

Human Biology Seminar - Strength training in the elderly is the topic of Audrey Hicks of McMaster University at 4:10 p.m. in Human Biology 212.

Interdepartmental Virology Journal Club - Michael Ligas speaks at noon in Veterinary Microbiology and Immunology 101.

Tuesday, Feb. 23

Physics Colloquium - Raymond Hoff of the Atmospheric Experiment Service examines atmospheric visibility at 4 p.m. in MacNaughton 113.

Wednesday, Feb. 24

Third-Age Learning - TAL-Guelph's winter lecture series for retired people continues with a discussion on the role of native plants with the Arboretum's Henry Kock at 10 a.m. and retired English professor John Bligh on "Later Plato (Timaeus and Laws) and Aristotle" at 1:30 p.m. Lectures are in the Arboretum Centre. Admission for single lectures is \$2.50.

Thursday, Feb. 25

Workshop - International Education Services (IES) is holding a workshop to answer questions about work and study abroad. The free one-hour session begins at 1 p.m. in UC 333. To register, call Ext. 6918 or visit IES on UC Level 4.

Board of Governors - The board meets at 4 p.m. in UC 424.

Macdonald Stewart Art Centre - The centre's "Arts of Duration" series concludes with Charlie Fox leading a discussion and tour of the Ed Video Media Arts Centre at 7:30 p.m. For more information, call 837-0010.

Saturday, Feb. 27

The Arboretum - Maple Syrup Days run today and tomorrow and continue weekends until the end of March. Meet at the nature centre between 9:30 a.m. and 3:30 p.m.

Monday, March 1

Human Biology Seminar - Prof. Lawrence Spriet, Human Biology, speaks on "Regulation of Fat/Carbohydrate Metabolism in Skeletal Muscle During Intense Aerobic Exercise" at 4:10 p.m. in Human Biology 212.

Society for International Development - The Guelph chapter of the society will hold a general meeting at 5 p.m. in UC 429.

Tuesday, March 2

Our World - Carol Vaughan of the Guelph-Wellington Red Cross discusses the many roles of the Red Cross around the world at noon in UC 442.

Information Session - Iris Lambert of Student Housing Services discusses the advantages and disadvantages of off-campus living for students at 6 p.m. in the East Residences fireplace lounge. Topics include leases, landlord rights and how to choose housing.

Wednesday, March 3

Third-Age Learning - TAL-Guelph's winter lecture series for retired people continues with Arboretum director Alan Watson discussing how to live with wildlife in the city at 10 a.m. and retired English professor John Bligh investigating allegorical interpretations of the stoics, epicureans and skeptics at 1:30 p.m. Lectures are in the Arboretum Centre. Admission is \$2.50.

Biochemistry Seminar - Graduate student Danny McManus, Chemistry and Biochemistry, describes "Mechanisms of *E. Coli* Protection Against Phagocytic Killing by Neutrophils" at 12:10 p.m. in MacNaughton 222.

Plant Biology Seminar - Ilya Raskin of Rutgers University outlines "Properties of Salicylic Acid as a Novel Regulating Molecule in Plants" at 3:30 p.m. in Axelrod 117.

Food for Thought - "What Does NAFTA Mean for Mexican Farmers?" asks Luis Hernandez, consultant for Mexico's National Union of Agricultural Workers, at 12:10 p.m. in Animal Science and Nutrition 141.

Teaching Workshop - The roles and rewards of faculty are examined during a discussion of the conference of the American Association for Higher Education. The workshop runs from 2 to 4 p.m. in MacNaughton 222.

Worship

Catholic mass is celebrated Sunday at 10:10 a.m. in Thornbrough 164, Monday and Tuesday at 12:10 p.m. in UC 533 and Thursday and Friday at 8 a.m. in UC 533.

The Open Door Church (Anglican/United/Presbyterian) runs Sunday at 11 a.m. in UC 442.

Midweek - A Time with God provides an opportunity for reflection and meditation Wednesday at 12:10 p.m. in UC 533.

Womanstudy, a lunchtime discussion group led by Rev. Lucy Reid, discusses ecofeminism Thursdays at noon in UC 335.

The Student Christian Movement meets to discuss politics, society and spirituality Tuesday at noon in UC 335.

The Lutheran Student Movement meets Friday at noon in UC 444. □

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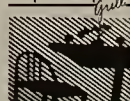
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Student speak



by Scott
McNichol

It's debatable

The U of G Debating Union will play host to the Canadian National Debating Championships March 19 to 21. As hosts, the Guelph team will not be competing.

Union president Jennifer McDonald, a third-year biology and chemistry student, says members of the Guelph debating society have done well at recent North American and international competitions.

Four Guelph students participated in the World Debating Championships at Oxford University in England in January. Third-year philosophy student Jim Scala and master's English

student Kathy Sturjis made up team A; first-year Akademia student Robyn Irvine and Paul McEwan, a third-year English and biology student, made up team B. They ranked 20th out of 190 teams entered.

Earlier this month, Scala attended the North American Championships at Bates College in Maine with third-year biology student Ron Guirguis. As a team, they ranked 10th out of 80. Individually, they ranked 10th and 11th out of 160.

The Debating Union welcomes all interested students to attend its meetings Tuesdays at 5:15 p.m. in Room 235 of the MacKinnon Building.

Alcohol review

Residence alcohol policy is under review because of recent changes to the provincial Liquor Licence Act, says Alan McInnis, director of Student Housing Services.

Because the new provincial guidelines seem to be more

liberal, says McInnis, campus policy may have to remain strict. That doesn't mean Student Housing Services is looking towards prohibition, he says. Rather, the goal is to ensure safety and encourage responsible drinking. In addition, the current campus policy, established in October 1991, needs clarification, he says.

A committee chaired by residence managers Chris Patton and Jason Hunter is conducting the review. Other committee members are residence assistants Will Pascoe of East Residences and Sean Hunter of Mills Hall; Michelle Quick, president of Maritime Hall; Angie Hewitt, president of Interhall Council; and Delanya Carstensen, president of Maids Hall.

The committee welcomes suggestions and comments on the alcohol policy until June. Members hope to have a new policy in place by September. For more information, call Patton at Ext. 4883.

Call for nominations

Nominations are still being sought for student representatives on Board of Governors and Senate. Few nomination forms have been turned in yet, especially from graduate students for a position on B of G.

The board is seeking nominations for three student reps — two undergraduates and one graduate student — to serve from July 1, 1993, to June 30, 1994.

Nominations are due Feb. 26 at 4 p.m. in the Office of the Board Secretariat on Level 4 of the University Centre. Nomination forms are available from the Secretariat, the Central Student Association, the Graduate Students Association and college deans.

Nominations for student senators are due Feb. 24. The one-year appointments run from Sept. 1, 1993, to Aug. 31, 1994. There are 33 positions available, 25 for undergraduates and eight for graduate students.

Nomination forms are available

from the Connection Desk on Level 3 of the University Centre, college deans and the Senate Office on UC Level 4. For more information, call Ext. 6758 or access the student Senate conference on TCoSy.

Horsing around

Horse lovers across campus are invited to participate or help out in the Jump-Start Program organized by U of G's Equestrian Club. The program involves a series of four workshops beginning Feb. 18.

The series kicks off with a session on basic dressage, followed by a discussion of equipment and tack March 6. Drawing horses are the topic March 17. A session on grooming will conclude the series March 31.

For more information about the workshops or the Equestrian Club, call Ingrid at 824-2349 or Michelle at 824-8334, or drop by the office in Room 217 of the University Centre. □

Around town

A comedy tonight

The farce *Noises Off* by Michael Frayn opens at the Guelph Little Theatre Feb. 18 and runs to March 6. Performances are Thursdays, Fridays and Saturdays at 8 p.m. with a special Sunday matinee at 2 p.m. Tickets are \$10 for adults, \$7.50 for students and seniors. For ticket information, call 821-0270.

Down Mexico way

"Mexico: Culture, Craft and Costume" opens at the Guelph Civic Museum this week and runs to April 25. The show includes ex-

hibits, lectures on art and archeology and demonstrations of fabric-making techniques. Call 836-1221 for more information.

A dining experience

Elora Community Theatre presents *The Dining Room* by A.R. Gurney Feb. 18 to March 6. Performances are Thursdays, Fridays and Saturdays at 8 p.m. at the Theatre on the Grand in Fergus. Tickets are \$9 and \$10 and are available in Guelph at Pond's Camera. For more information, call 846-9412. □

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Thought for the week
Wit is a sword; it is meant to make people feel the point as well as see it.

G.K. Chesterton

Re-Discover
DOWNTOWN GUELPH

Give us a clearer vision, restructuring group told

by Martha Tancock
 University Communications

This is English professor Michael Keefer's proposal for academic restructuring — put all the names of faculty in the MacKinnon Building into a hat. Then, in a random draw, allot them offices.

This would be one way to break down the horizontal barriers that physically divide faculty and staff in the colleges of Arts and Social Science.

Effective? Yes.

Only a joke? Yes.

Keefer's whimsical solution was recounted at an open forum on academic restructuring Feb. 17. It sparked at least one query about just how far the University plans to go in changing the way it delivers education.

"How radical are we prepared to get?" may have been a rhetorical question from Prof. Ted Swart, acting dean of CPES, but it underscored an obvious tentativeness among those attending the forum about how and where to begin tackling this new initiative. They wanted a clearer vision of why and how the University should change its current academic system.

First in a series

Some 45 faculty, students and staff attended the forum, the first in a series of consultations the Senate-appointed Academic Restructuring Committee plans to carry out before handing in a progress report this June. The final report is due in June 1994.

Committee chair and acting academic vice-president Leonard Conolly presented a preliminary list of ideas the committee hopes will stimulate campus-wide discussion.

The committee has no fixed agenda or preconceived notions

and is open to all new ideas, said Conolly. He asked for opinions about college structure, interdisciplinary studies, a common first-year program, the possible elimination of the three-year BA program, the effectiveness of the semester system, merging departments, offering more lifelong learning programs, and the role of centres and institutes.

Clarify vision

Engineering professor Trevor Dickinson wanted the committee to clarify its vision. "It would be helpful to me when I try to generate ideas if I had an idea of the key purposes for the structure you're trying to achieve. Is the committee going to come up with criteria to judge ideas?"

Conolly said the committee has not thought about such criteria. It wants to hear about current barriers in the system and ways to enhance opportunities for such things as interdisciplinary teaching and collaboration.

In his opening remarks, he said restructuring is "in the air." The province may be considering changes to the entire university system, and individual institutions across Canada are restructuring. "It's happening all around us."

But "we're not doing it because others are doing it," Conolly stressed. "We're not doing it because there is any particular budget crisis. . . . We're not doing it because of any real or perceived academic weaknesses."

He said that after 25 years of living with the structure, "it's time to look at it again. It may well be that we're missing opportunities in the current structure. And maybe, just maybe, there will be some financial efficiencies to be gained. If they are gained, that will be a bonus, but it will be a byproduct of the process rather than a driving force behind it."

Onus is on us

Conolly noted that this is not a "Cresap-style operation." Without outside consultants to help, "the onus is on us collectively to do things we think are viable, feasible and worthwhile."

If more space is needed for restructuring, a new capital campaign now in the works could provide the funding, he said. "But there is nothing definite on that."

Prof. Alun Joseph, Geography, said that before the committee even considers restructuring, it

should have a clear picture of how the University operates now. Then it should conduct a "sound evaluation." It could be that Guelph already has one of the best systems, he said.

Conolly agreed that "we have to bear in mind that maybe we are working from a position of strength." He said the committee wants to identify problems in the current system, then create opportunities. "That is equally as important as identifying problems."

Prof. Victor Ujimoto, Sociology and Anthropology, suggested the University consider restructuring under the Kaizen management model used by companies like Toyota.

Quality control

He said U of G employees are "doing their own thing without appreciating how we work in the whole (structure)." Everyone at Guelph should have a stake in quality control, he said.

This means abandoning the traditional hierarchy, flattening the management structure and replacing it with teams whose members work together to con-

tribute to and have a say in how the University functions, he said.

Keefer, one of several committee members at the forum, tried to clarify the committee's purpose. "We're trying to identify where the real lines of energy are running through the institution, what is working and what people would like to see working, and the barriers blocking energy."

The committee wants to explore fund-raising possibilities, he said. "Centres are one potential way to attract funding for specific purposes."

Concerns surfaced about how the committee will proceed, how restructuring might affect employees and students, and the long-term vision behind any changes.

Andre Auger, director of the Counselling and Student Resource Centre, asked the committee to consider any changes from the perspective of students and employees as well as faculty.

He also said the committee needs to go well beyond responding to current problems. It must take risks by basing any restructuring plan on projections of how

society and the world will change in 10 to 15 years.

Swart also said Guelph should plan for the future. "What's the world looming up for which we are preparing these people? It will be very different from the world in the past."

He said radical changes such as the independent learning methods adopted by McMaster's medical school have spilled over to other medical schools.

Beyond the campus

Conolly said any really radical changes — like promoting independent learning and reducing time spent in the classroom, for instance — will have an effect beyond the immediate campus and will require some education for the public as well as students and faculty. "We have to realize that whatever we do internally has external repercussions."

Susan Morrison, an administrative assistant in the College of Arts, asked whether the committee is committed to minimizing any stress that might result from restructuring changes.

See *ACADEMIC* on page 8

Inside:

MacKinnon receives MBE	3
Teaching evaluation has long way to go	4
We are what we eat	5
That's entertainment!	7
What makes people happy?	9
Bass-ic instinct	12

UNIVERSITY of GUELPH



Read my lips!

Ventriloquist Kellie Haines, a graduate of the departments of drama and English, will be performing with her friends, from left, Magrau, Kermetta and Magoo-Maginnis on the College Royal tree stage in March. See story, page 12.

Photo by Roberta Franchuk, University Communications



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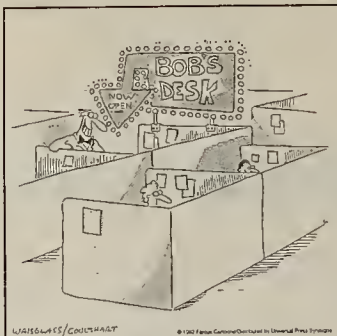


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Our people

Professor emeritus Roy Anderson, Zoology, has been elected honorary member of the Helminthological Society of Washington, D.C., for his outstanding contributions to parasitology. He is the first Canadian to be so honored. The society allows only 10 honorary members at any time.

Two OVC faculty presented papers at the annual meeting of the American Association of Equine Practitioners in Florida. Prof. Henry Staempfli, Clinical Studies, spoke on "Use of Bacitracin in the Prevention and Treatment of Experimentally Induced Idiopathic Colitis (Colitis-

X) in Horses." Co-authors of the paper are Prof. John Prescott, Veterinary Microbiology and Immunology, Prof. Laura McCutcheon, Pathology, and Bob Carman of the VPI Research Park in Virginia. Prof. Laurent Viel, Clinical Studies, spoke with Andrew Hoffman of the Kerot Vet School in Israel on "Foal Track, An Investigation of Respiratory Disease in Ontario Foals: Clinical, Endoscopic and Microbiologic Findings and Response to Therapy." Co-authors are Prescott, Prof. Soren Rosendal and Prof. Jan Thorsen, VMI.

Prof. Ray Rees, Economics, presented a paper on "Job Duration in Canada" at the Conference of the Australia, New Zealand and Canada Association in Wellington, N.Z., in December. He also spoke on "Tacit Collusion" at a conference on Competition Policy in London, England.

Professor emeritus Rex Barrell, Languages and Literatures, has been elected to the board of overseers of Mellen University, an international institution with teaching centres around the world and an administrative centre on Grand Turk Island.

Prof. Lambert Otten, School of Engineering, was re-elected vice-chair of the Composting Council of Canada at its second annual meeting. □

Letters to the editor

Don't promote tobacco use through civic centre

The administration of U of G has expressed enthusiastic support for the construction of a civic centre in Guelph at various times during the development of this proposal.

I wholeheartedly agree with these expressions of support. It is entirely appropriate for the University to be a de facto co-sponsor of the centre. Such a centre will benefit U of G directly through the extensive use we will make of this multi-purpose facility.

The University will also benefit from the vitality that will be generated in the city and its citizens as the success of a shared civic effort takes hold and an expanded range of civic activities and options become evident.

The success of the civic centre will be diminished, and its ability to function as a source of civic pride will be greatly weakened, if the current proposed agreement to use the Du Maurier name for the main facility is carried forward.

As I understand it, the naming agreement carries a perpetual requirement for all advertising and

promotional material, including tickets and programs, to carry the Du Maurier trade name. This would apply to events held there under University sponsorship.

This use of the centre to promote use of tobacco is contrary to and destructive of efforts to curb and quickly eliminate the use of tobacco. Efforts to end tobacco use have been initiated and supported by health professionals and health-promotion organizations internationally, nationally and provincially. The proposed civic promotion of tobacco is a bizarre aberration to these critically important efforts.

The disease and death that result from direct use of tobacco have been well documented for a long time. More recently, the threat to the health of individuals exposed to tobacco smoke in the environment has also been established.

These truths have been established despite carefully planned and executed efforts by the tobacco industry to suppress and subvert research that explores and ex-

poses these risks. Tobacco companies have also blocked effective communication of these truths to the public. These efforts by the tobacco industry are directly opposite to U of G's dedication to the discovery and dissemination of truth.

In a memorandum to the president, I have asked that the administration issue a statement on the use of the civic centre to promote tobacco use. In my view, the statement should reaffirm the University's support for the centre, but should also express its commitment to promoting the health and welfare of individuals, particularly young people. It should state the University's opposition to the civic centre using the brand name of a cigarette in a way that promotes use of the product and obscures the damage resulting from its use.

If other members of U of G share my concern, I urge them to write to the president.

Prof. Hugh Whiteley
School of Engineering

Why does U of G need a human rights adviser?

In the Jan. 13 issue of *At Guelph*, I was startled by the article "Human Rights Adviser Wants to Reduce Racism on Campus."

The adviser is a landed immigrant from Trinidad. Her credentials are a BA in sociology and anthropology, a diploma in agriculture and an M.Sc. in rural extension studies. It appears that her academic interest lies more in agriculture than in human issues.

The article notes that she has encountered racial harassment here in Canada, specifically on campus. Are these credentials to diminish racial prejudice? Is the University suggesting by this appointment that whoever goes

through some bitter experience is therefore qualified to teach others how not to behave outrageously towards others?

I, too, am an immigrant. I came here 20 years ago and will always speak with an accent. In those 20 years, I have encountered a few racial slurs. Did I feel offended, bitter? No, I try to understand the nature of humans. I know that we view anybody and anything different with suspicion. But we cannot equal this with being racially prejudiced.

I view Canadians as one of the most tolerant and polite people I have encountered. They are so tolerant and polite that they do not

object if jobs and positions go to less qualified people, to those who fill some politically correct objective like a quota for visible minorities — as is the case of U of G's human rights adviser, who may be a wonderful person and agricultural expert, but why such an elated position? What academic, moral, human and philosophical reason is there to appoint her?

I am disappointed that our universities are politically correct instead of being right, right in the sense of being fair, just and true.

Eva Kratochvil
Guelph

Committee is missing the true benefits of GRIFF

I was disappointed to see the article "Get a GRIFF" in the Feb. 17 issue of *At Guelph* as well as the information packet distributed by

University Communications.

I believe the GRIFF implementation has missed capturing the true benefits of these types of systems. No doubt the immediate information being provided on GRIFF has some value, but only to a select group. I notice that the steering committee has no members from faculty or researchers, and this may explain the problem.

My experience with Gopher systems at other North American institutions has convinced me that the greatest benefits lie in access to other systems. Other implementations of Gopher, for example, allow me access to libraries across North America. I could definitely see a benefit to researchers of being able to search the collections of other institutions, particularly with cutbacks increasing the need for inter-library borrowing.

Other implementations in the United States also keep data files on their systems, allowing users access to an incredibly diverse set of data.

The *At Guelph* article does mention that there will eventually be worldwide access, but the example used of finding out the weather in Colorado shows the GRIFF committee has truly missed the point. I am also concerned with the examples used of

the most popular items at other institutions — an advice column and police blotter. This may sound neat, but does it really contribute to the University community, and is this really what we want? If this is all we want, then fine.

I am glad the University has moved quickly on implementing this system, but I am worried that too many people will give it a poor evaluation the first time they see it because they are not exposed to the full array of its benefits. It is harder to sell someone the second time around. For that reason, I am not sure I would be ready to introduce users in my department to this service, for fear that six months down the road, when the "really useful" information comes on-line, they won't be using it.

Bo Wandschneider
Department of Economics

Obituary

Arthur Grenier, a retired employee of Food Services, died Feb. 8 at the age of 80. The 30-year employee of the University is survived by six children, Denis, Donald, Paul, Joanne, Rosemary and Dorothy, who is employed in Physical Resources. □

At Guelph

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Revised harassment policy goes to B of G

A new set of amendments to the sexual harassment policy is set to go before Board of Governors March 25 after extensive discussion within the University community.

The newly retitled sexual and gender harassment policy is the result of four months of consultation with student, staff and faculty groups.

Following on the 1991/92 annual report of the Advisory Committee on Sexual Harassment, an amended policy was originally put before B of G in September 1992. When members of the University community expressed concerns about some of the changes and the limited opportunity for consultation, the board sent the policy back for further examination.

The administration actively promoted discussion of the report and the proposed policy amendments. Input was sought from vice-presidents, deans, chairs, directors, employee bargaining groups, the Central Student Association (CSA), the Graduate Students Association, the Women's Resource Centre, Guelph Gay and Lesbian Equality, the U of G Faculty Association's (UGFA) Status of Women Committee and the CSA human rights and women's commissioners.

In addition, the report was discussed at meetings of Senate, the Chairs' Academic Council, the Joint Faculty Policies Committee and the UGFA Council in October and November.

Armed with input from these meetings as well as comments from individuals and other groups, a policy review task group chaired by Brian Sullivan, associate vice-president for student affairs, met in December to examine the proposed policy revisions in light of the University community's concerns.

The proposals they produced were then reviewed with the sexual harassment advisers, the President's Advisory Committee on Sexual Harassment and the UGFA executive.

In January, all academic and administrative units, employee groups and student groups received a summary of the responses and an invitation to review the full file of material.

The proposed policy expands on the original sexual harassment policy, which was passed by B of G in 1989. Changes include the addition of harassment based on gender or sexual orientation and removal of the requirement that harassing behavior must be persistent to qualify as harassment.

In addition, examples of behavior that does not qualify as harassment are included in the policy for clarification. A section on third-party complaints that was proposed in September has been eliminated, but the definition of harassment has been expanded to include assaultive offences.

The March 3 issue of *At Guelph* will contain more coverage of the results of the motion to approve the revised policy. □

Britain awards MacKinnon MBE

Guelph's leading arts promoter, Murdo MacKinnon, has been named a Member of the British Empire (MBE) for his pivotal role in organizing educational and musical exchanges between Britain and Canada over the past 40 years.

The 76-year-old retired Guelph professor, who was founding dean of the College of Arts, was nominated for the honor by the British Council, the educational arm of the British foreign office. He was the only Canadian among 150 recipients named in late December.

MacKinnon says the title is a way to thank those who have done something for the British government. He believes he was nominated for founding the Canadian Scottish Philharmonic Foundation in 1978. The foundation is a group of Canadian volunteers who raise money to pay for exchanges of musicians between Scotland and Canada.

In Guelph, MacKinnon is known for much more than establishing the foundation. In 1967, he came to U of G from the University of Western Ontario to become the first dean of arts. He was dean until 1975, when he returned to teaching English for his final seven years at the University.

Locally, he is best known as founder and past president of the Edward Johnson Music Foundation, which has been presenting the Guelph Spring Festival for 26 years. Still an active volunteer for the festival and the Guelph Arts Council, he has also played a key role in sponsoring, supporting and promoting the Guelph Chamber Music Society, the Guelph Children Singers, the Humanities Association and the U of G Choir.

He continues to be involved in the Rotary Club of Guelph and Harcourt United Church and has



Murdo MacKinnon

been an ardent supporter and fund raiser for the proposed Guelph civic centre.

Although surprised to receive the MBE honor, MacKinnon is no stranger to awards. Last year, Ottawa gave him the newly created Lescarbot Award for his work as a cultural volunteer. In nominating him, Guelph Arts Council president Prof.

Ken Woodside, Economics, described MacKinnon as "an extraordinary individual — one who has done more for the cultural life of this community than any other single person."

MacKinnon calls this praise "propaganda." Devoting himself to the arts in Guelph is "an opportunity and a delight. If I had been born with musical talent, I would have been a musician, but I was not. I get a tremendous delight from the arts, and promoting the arts is a joy, especially in a city like Guelph, because it is small enough that the work of a few individuals can be important. It is also a city that is very sympathetic to the arts."

MacKinnon is also an honorary fellow of U of G, Huron College and the Royal Scottish Academy of Music and Drama. □

Punishment is focus of interdisciplinary forum

"Punishment" is the simply worded yet complex topic of an interdisciplinary symposium March 5 in the College of Arts.

The departments of History and Philosophy, with support from the dean's office, have organized four presentations open to students and faculty from all disciplines.

Special guest speaker is historian Randall MacGowan of the University of Oregon, a renowned scholar of crime and punishment. His talk at 3:10 p.m. is entitled "Civilizing Punishment: The Abolition of Public Execution in England."

The other speakers are members of U of G faculty. Prof. Brian Calvert, chair of the Department of Philosophy, will discuss "Jeremy Bentham and Capital Punishment" at 11:10 a.m. Prof. Jack Home, Fine Art, examines "Some Sublimated Suffering: From Bosch to Rembrandt" at 12:10 p.m. Prof. Ken Graham, English, looks at "Prisons, Punishment and Reform" at 2:10 p.m.

The symposium is part of an effort to introduce more interdisciplinary activities into the college, says Dean Carole Stewart. It follows on the success of last semester's collaborative symposium on Lorenzo de Medici, she says.

Everyone is welcome to drop into any sessions that interest them. Admission is free and no registration is required.

The symposium begins with coffee at 10:30 a.m. in Room 114 of the MacKinnon Building and will be followed by a wine and cheese reception in the Faculty Club at 4:30 p.m., following the last lecture. □

Canada honors contributions to 125th birthday

The U of G connection was well represented among the people who were awarded Canada 125 medals for their participation in the celebrations of the country's 125th birthday.

Among the local winners were:

- Cliff Barker, retired OVC faculty member, professor emeritus and curator of the veterinary museum.
- Jean Little, noted children's author and recipient of a U of G honorary degree in 1990.
- Florence Partridge, retired chief librarian.
- Rick Richards, former dean of OAC and a fellow of the University.
- Ken Hammill, a member of the Board of Governors in the 1970s.
- Edith Kidd, retired concert manager.
- Jim Schroder, retired OVC faculty member and a former MP.
- Alf Hales, an OAC graduate and former MP. □



Griff... meet GRIFF

Griff logs on to GRIFF in the library at last week's launch of the campus-wide information system. The furry mascot had no trouble using the system

to check out how U of G sports teams were doing. To find out about GRIFF, call University Communications at Ext. 8707.

Photo by Roberta Franchuk

Commentary

Teaching evaluation must be based on what our students have learned

by John McMurtry

Teaching evaluation, like student evaluation, is at the heart of the feedback loop of the educational process. Evaluation of teachers has not yet, however, been based on evidence of which teachers succeed in teaching. Normally, a decision is made in minutes or less by an annual meeting of a departmental committee on the basis of student questionnaires.

Not objective

But students' anonymous opinions about teachers on in-course questionnaires do not provide an objective measure of what they have learned. The process of final assignments and examinations, where much or most of the course's learning achievement becomes clear, has not been completed.

In addition, it is consistent with student opinion of a teacher's teaching as excellent that, in truth, the teaching is inferior. The teacher could, for example, ingratiate him or herself to the students to secure high ratings — not demanding logical rigor, precision of concept, attention to text and detail, etc., because these demands might offend the students, especially those who are used to getting what they want.

As in the market system, what counts here is not the competence of the students, but the consumers' ability to demand satisfaction. This point is not lost on students.

Grades inflate

The persistent grade inflation we find in our educational institutions seems related to this phenomenon. Grades inflate as student opinion and market requirements replace student learning and performance as the determiner of educational evaluation.

On the other hand, it may be consistent with a student or students' negative rating of a teacher that the teacher succeeds

in achieving advanced or maximum development of student learning. The old-fashioned archetype of a "really tough teacher who taught me a lot" comes to mind here. In bygone days, being "strict," "no-nonsense," "forcing you to learn" and so on was the standard, perhaps too one-sided a one. But now at universities, it's how high or low one's student opinion polls are that sets the standard. Hard evidence of what students have, in fact, learned or not learned does not enter the picture.

How are we to resolve the problem of arbitrary judgment substituting for objective evidence in our assessment of teaching quality? Class visits by administrators or even peers do not provide reliable evidence because they cannot assess the actual learning of the students over a course's instruction. Their evidence is confined to the oral exchanges of a mid-course class.

More answerable

When it first appeared about 20 years ago, the teaching evaluation questionnaire (TEQ) seemed to be a way of grounding judgments of instructional capability on classroom performance. It took the first step towards making external judgments by administrative units more answerable to the reality of the classroom.

Now there are library shelves of publications on teaching evaluation. Increasingly technical and scientific in appearance, the TEQ has become a major growth industry in the academy. But where in this burgeoning literature does the focus move beyond people's opinions about teaching and learning achievement to what students have actually learned about a subject under a teacher's direction?

Surely it is time that the demonstrated outcomes of teachers' instruction were the basis of evaluating teaching. The consumer-market model of

education is in principle inadequate because it conceives of education as a "product" to be "delivered" to students whose quality can be assessed by the satisfaction of student clients or consumers.

Beyond opinion

If we are serious about the much more demanding business of teaching and learning, which requires that people do not consume but earn their knowledge, we will have to get underneath opinion counting to what students have, in fact, learned in their courses.

We are used to the political game of "making people feel good" substituting for reality and the underlying public relations strategy of manipulating perceptions rather than addressing actual problems. We deplore this pattern in politics and the media, but the same tidal movement to images of what is going on rather than study of what is going on may have taken over our understanding of education.

We find it in the tirelessly repeated idea that universities and schools "must deal with public perceptions," "must adapt to the demands of the market" and so on. At some point, educators will need to move past the surface play of perceptions to the actual learning achievements of their students. Then we will be able to understand and demonstrate what we are, in truth, doing and how well or badly we are doing it.

Ultimate problem

The distinction between public images and reality is a problem that has been examined since Lao Tzu and Plato. It is perhaps the ultimate problem of education. But current standardized tests cannot ascertain learning achievements because their multiple-choice format does not test for what is most basic and important to educational achievement. They do not test, for example, whether students can construct a coherent sentence or paragraph on their own.

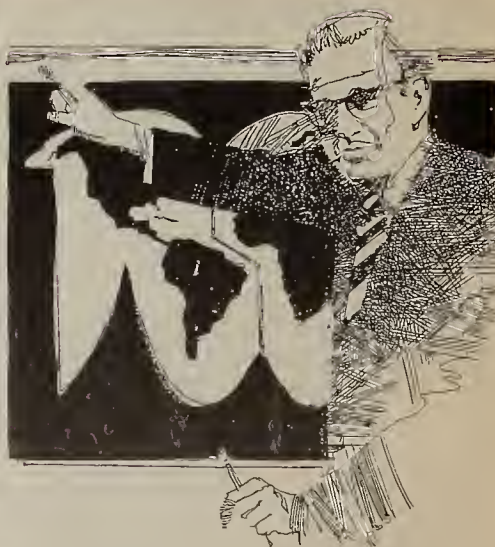
Uniform written exams are no less problematic. They select for rote memorization of canonical truths and against diverse points of view and curricula. Their imposition violates academic freedom. We must look elsewhere to our measure of what has or has not been learned. What can provide the evidence we need?

Written evidence

The objective evidence for assessing learning outcomes is already available in final written assignments and exams. There are two problems here: the selection of what is to be judged and what it is to be evaluated in comparison with.

The first problem is solved by selection that is appropriately representative. The instructor and the department chair could choose one example from among what the instructor judges are the top, middle- and lower-level performances or one paper from each grade level (a maximum of six papers).

This representative selection



could be supplemented by any paper whose grade is appealed by a student. Appeal papers as evidence of good or bad teaching would provide ideal test cases and have the advantage of encouraging consistently careful assessment.

If teachers knew the quality of their most important work — evaluative feedback on completed student performances — was open to peer review at any time (a mental exercise good instructors already follow), their attention would be focused on doing this work as conscientiously as possible.

The problem remains a baseline performance to get a measure of what students have actually learned from a course. An entry performance test would provide this baseline information. It would also provide an invaluable diagnostic tool from which to begin the teaching of any course, identifying the general strengths and weaknesses, the learning problems and the capabilities of every student being taught.

It is extraordinary that among all of the helping professions, teaching is the only one that does not begin with diagnosis. If initial diagnosis is too difficult to manage in large classes, then this is yet another reason why large classes are pedagogically inferior.

Liberation from being evaluated on the basis of subjective opinions would also depoliticize the teaching evaluation game and help protect academic freedom from the powers of censure by conventional doctrine and group opinion.

If teachers knew that actual learning outcomes were the basis of their teaching evaluation, they would be better motivated to devote their attention to advancing students' learning, not to currying people's favor.

Teaching well requires that students learn from their mistakes, which means they must be constantly identified and corrected. This, in turn, incurs negative perceptions as well as positive ones independently of the learning achieved.

Unsettling arguments

Teaching well also requires advancing arguments that unsettle accepted opinions and even concepts of self. If these necessities of teaching well are to be encouraged rather than made dangerous, we will need to return the evaluation of teaching back to considering actual academic outcomes.

Otherwise, we will continue to drift on a sea of quick-fix flotsam that knows no end — looking to standardized questionnaires, peer visits, committee votes, administrative fiat, non-writing tests, large class techno-solutions or whatever else the edu-market serves up next in place of the bottom line of learning achievement.

At the same time, we may see academic freedom being increasingly sold out by teachers for the rewards and recognition of higher opinion poll results.

Prof. John McMurtry is a faculty member in the Department of Philosophy.

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Carleton to host Learneds

The 1993 Learned Societies Conference will be held at Carleton University in Ottawa May 30 to June 13. More than 8,000 scholars in the humanities and social sciences from across the country will meet for an exchange of scholarship, research and ideas.

The Learneds actually consist of 94 conferences held over the two-week period. Delegates are members of one or more different academic societies, and the largest attendance on any given day at the 1993 con-

ference will be about 2,700 people.

For more information about the conference or to obtain a registration brochure, contact the conference secretariat at Carleton University, 1125 Colonel By Dr., Ottawa K1S 5B6, 613-788-3978, fax 613-788-5781.

University Communications would like to hear from any faculty members on campus who will be presenting papers at the Learned conference. Call Ext. 3864. □

Vet hospital director does a balancing act

Clayton MacKay, a veterinarian with long-standing ties to OVC, has been appointed medical director of the Veterinary Teaching Hospital.

"Great elation and sudden fear" — that's how MacKay sums up his feelings about his first day on the job.

He views the challenge of the job as "being able to balance the many roles OVC is trying to play," including the promotion of undergraduate and graduate teaching, continuing education for working professionals, research and veterinary practice.

"Because I've been a practitioner for 23 years, I believe I can explain the various roles here to veterinarians," he says.

MacKay is a second-generation vet. He joined his father's practice in 1970 after graduating from OVC, and was invited the following year to join the bylaws committee of what was then the Ontario Veterinary Association (now the College of Veterinarians in

Ontario). After that, he became increasingly involved in the association and was named president in 1980.

In 1981, MacKay was appointed area director for the American Animal Hospital Association. He served the association in a number of capacities until being appointed secretary of the board of directors in 1989. He was recently nominated vice-president, with prospects of becoming president in 1995.

MacKay was a founding member of the board of trustees of OVC's Pet Trust, a fund that supports investigations into animal health and health care. He served as 1986/87 president of the Ontario Veterinary Medical Association and was a founding director of the Human-Animal Bond Association of Canada.

He was appointed to the animal welfare committee of the American Veterinary Medical Association (AVMA) in 1987 — to represent 30,000 small animal



Clayton MacKay

vets across North America — and to the Canadian Veterinary Medical Association's animal welfare committee in 1988 — to act as a link between the American and Canadian groups. He became chair of the AVMA committee in 1991.

MacKay intends to maintain his external activities and his extensive involvement in public relations. He serves as veterinary consultant for CBC Toronto Radio Noon, writes a weekly column for the *Oshawa News* and edits another for the *Toronto Star*. □

Book examines human link with food

by Margaret Boyd
University Communications

Food, Sex and Salmonella, a new book by Prof. David Waltner-Toews, Population Medicine, takes an intimate philosophical look at the human relationship with food.

"I'm not trying to convert people, but to heighten their awareness of food," says Waltner-Toews, who wrote the book out of frustration that most books on food-borne diseases are technical and boring or endorse a particular diet. He also hopes to prevent people from "spending time worshipping at the porcelain throne" after unfriendly food experiences.

Risks of eating

The book takes readers on a revealing romp through the processes of digestion, the risks of eating, and the chemical and bacterial contaminants that lurk in the foods we eat. It describes dozens of fascinating cases of food poisoning, with chapters prefaced by witty poems with gastronomic references.

"Eating is to the environment what sex is to human intimacy," says Waltner-Toews. "When food poisoning occurs, it is a reflection of the fact that our food is our connection to the environment."

In an increasingly urban society losing touch with where food comes from, it is not surprising that cases of food poisoning are on the rise, he says. More than two million Canadians suffer from food-borne illnesses annually, costing billions of dollars individually and corporately.

Not panaceas

Society would have more control of food if it were grown and processed locally through small units, he believes. For this reason, solutions such as irradiation for infectious diseases are not panaceas because they centralize technology, he argues.

"When most of our food is mass produced, we have less control over the food supply and less knowledge about its production.

If we eat food grown locally, we can have some political control over it."

Lack of control causes unforeseen problems. A recent outbreak of hepatitis in the United States was traced to fresh lettuce, probably from Mexico, and poor sanitary conditions for farm workers, he says.

The book also subtly raises questions about the approval process of chemical agents. The artificial sweetener aspartame was approved by the U.S. Commissioner of the Food and Drug Administration against the advice of his scientific advisory panel. Four months after approving it, the commissioner was hired by the advertising agency that handled the aspartame account.

"The problem in assessing

chemicals is determining what the risks are," says Waltner-Toews. In terms of risk, he advises people to make intelligent choices and live with them.

Washing your hands and scrubbing surfaces after contact with raw meat, cooking meat well and cutting back on fats are obvious ways of avoiding illness from food. And remember that life is not without risks.

"I cannot bring myself to get a plastic cutting board," he admits, "but I do clean the counter after preparing chicken."

A columnist for *Harrowsmith* magazine, Waltner-Toews is the author of four books of poetry and a book of essays, *One Animal Among Many*. He is currently working on a novel. □



Don't be catty

It may look like play, but these cats at the Central Animal Facility are actually being socialized with the help of student volunteers Nicole Willemssen, left, and Hope Clarke to get used to being handled. The cats are specially bred at the facility for use in teaching and research.

Photo by Roberta Franchuk, University Communications

Biomedical scientist heads status of women committee

by Roberta Franchuk
University Communications

Prof. Pat Gentry, Biomedical Sciences, has been named chair of the Council of Ontario Universities (COU) Committee on the Status of Women.

A member of the nine-year-old committee for the past three years, Gentry began her term as chair at the committee's November meeting, following the announcement of former chair Jacqueline Scott's appointment as president of the College of Cape Breton.

The committee will continue to emphasize interactions with its constituency groups, says Gentry. Meetings were held last year with sexual harassment officers, faculty from women's studies programs, female student government representatives and committees such as the Ontario Confederation of University Faculty Associations' Status of Women Committee and the Ontario Confederation of Ontario Staff Associations.

These consultations identified several areas that COU's Status of Women Committee will be looking at in the next few years, she says. New projects are planned to keep the pace of change up during difficult financial times, to include status of women issues in accountability initiatives, to improve the campus climate for women, to recruit and retain more female faculty and to develop partnerships with external groups and COU committees.

The projects and goals are outlined in the committee's report on its activities for 1991/92. As the projects are put in place, the committee will continue to consult

with groups within COU and externally, Gentry says.

The committee is acutely aware that financial restraints may threaten the progress women have made in universities in areas such as employment equity, she says.

"This is a very sensitive time in universities, for students as well as for faculty, and we need to make sure none of the gains we've made in the last few years will be lost."

Data on the impact of cutbacks on female faculty, staff and students will be collected and analysed in the upcoming year.

The Status of Women Committee will also be keeping a close eye on the province's moves for greater institutional accountability. As new policies are put in place to make institutions more financially and academically accountable, there must also be steps taken towards concrete strategies for greater employment and educational equity, to improve safety and to eliminate sexual harassment, says the committee's 1991/92 report.

Along with this, universities will be encouraged to back up their existing policies on sexual harassment and to work at improving the "chilly climate" for women on campus, which often results in the loss of female graduate students, faculty and staff members. Other specific problems that face female faculty must also be addressed, the report says.

Finally, the committee hopes to build a network of committees concerned with women's issues. To complement this, Gentry hopes the committee will soon put together a newsletter for interested groups. □

She brings a little bit o' Scotland to OVC



Molly Lochhead

The lilting Scottish voice is as much a part of the Veterinary Teaching Hospital's small animal clinic as the clinicians' white coats and the steady stream of animal patients.

Molly Lochhead's voice can be heard floating down corridors over the paging system, greeting arrivals at the admissions desk, answering inquiries over the telephone, relaying messages and dealing with the daily jumble of facts and faces

that has been part of her job as small animal admissions clerk for more than two decades.

But Lochhead is more than just a voice, as the staff and clients of the Veterinary Teaching Hospital will attest. And that's why so many of them turned out recently for a party to celebrate her 25th anniversary at OVC.

Lochhead and her husband came to Canada from Scotland in 1957. They settled in Guelph and soon started raising a family. In 1967, she began working at OVC and joined small animal admissions a few months later.

Why has she stayed in one area for so long? "Because of the OVC people," she says. "The rapport is so good, you feel encouraged (and) people here are quick to show appreciation." Besides, she likes the hectic atmosphere. "The pace is much faster now than it was, but it grew gradually and I grew with it." □

Work progresses on creating administrative officer position

Editor's note: This is a progress report prepared by the steering committee for the administrative officers' certificate program.

Phase 3 of the internal review of non-teaching activities recommended that unnecessary layers of supervision and overly complicated approval procedures be replaced with accountability, responsibility and a bias for action at the departmental level. It called for the creation of a new administrative officer position to provide an independent level of expertise and authority within each academic unit.

During the summer of 1992, at the request of the president, Human Resources formed a representative steering committee to clarify the meaning of this new role, formulate an appropriate position description and oversee the development of a certification program for employees required to perform these jobs. A proposal for Ministry of Colleges and Universities transitional funds to support this initiative successfully attracted \$180,000.

Chaired by Jane Watt, assistant vice-president for human resources, the committee consists of Prof. Danny Butler, chair of the Department of Clinical Studies; Pauline Corcoran, FACS; Prof. Don Grieve, chair of the Department of Animal and Poultry Science; Prof. Bryan Henry, chair of the Department of Chemistry and Biochemistry; Karen Kovats of Human Resources; Mike Kupferschmidt of Analysis and Planning; OAC Dean Rob McLaughlin; College of Arts Dean Carole Stewart; and Cal Swegles of Human Resources.

During the fall semester of 1992, the steering committee successfully completed the first important phase of the project — formula-

tion of a job description and summary of the skills required by the position. The resulting document has been discussed by the Vice-President, Academic's, Advisory Council and the Academic Council and is available to interested members of the University community.

Those working on the project agree that, for the newly created role to be effective, a certain "critical mass" of responsibility and authority will be required. Whereas a large department might have its own administrative officer dedicated to meeting its needs, several smaller departments within the same college might form an administrative unit and share one such position in the interest of achieving administrative efficiencies.

According to the position description, the overall function of the administrative officer is to provide support to the unit leader(s) through the provision of advice, effective management of day-to-day operations and implementation of decisions made at or above the administrative level of the unit leader(s).

Reporting to the unit leader(s), the administrative officer operates independently within the unit to provide a direct and effective line of communication and action between the unit and University academic and administrative departments.

The incumbent is responsible for a wide variety of functions that support the teaching, research and service activities of the unit. These may include:

- management of budget and financial decisions;
- administrative management of support staff and lab instructors;

■ administrative support for unit planning and the implementation of plans;

■ liaison and committee representation as required;

■ support for the unit's compliance with requirements for environmental health and safety, employment and educational equity, immigration legislation, Human Resources policies and procedures such as promotion and tenure documentation and record retention, loss control procedures and other applicable legislative and licensing requirements; and

■ assistance with the management of records.

Major areas of responsibility for the position include personnel management, financial management, general management, liaison and committee membership, and environmental health and safety. A wide range of technical and performance skills have been identified as being necessary for effective performance of these duties.

With the duties and the knowledge and skill requirements of the administrative officer clarified, the steering committee now moves on to the instructional development phase of the project. Six units of instruction (not neces-

sarily courses) have been identified for program development: "Introduction to University Administration," "Academic Administration," "Human Resources Administration," "Financial Administration," "Computing" and "Performance Skills" (including administrative and supervisory skills).

During the past few weeks, the steering committee has appointed six design teams. Each team, consisting of U of G representatives chosen for their technical expertise and related working experience, will be responsible for:

- assessing prospective trainees' learning needs in relation to the designated unit of instruction;
- formulating general instructional goals and specific learning objectives;
- developing and sequencing appropriate training activities;
- completing detailed session plans and instructional materials;
- designing appropriate mechanisms for evaluating trainees' learning; and
- modifying instructional design following the initial pilot edition of the program, if necessary.

To foster effective communication and help ensure a consistent

approach to instructional design, Kovats, staff development coordinator in Human Resources, will serve on all six design teams as well as the steering committee.

It is hoped that a pilot edition will be offered to a selected group of University employees this fall. Further details on the program will be announced as plans are finalized.

While the design teams are occupied with their work, the steering committee will consider a number of important issues that remain to be addressed.

These include sequencing of program components and courses and related critical path deadlines for design work; recommended procedures and requirements for establishing and filling administrative officer positions; minimum qualifications for incumbents; terms of appointment; academic requirements for certification; and nomination and selection procedures for participation in the pilot edition of the certification program.

For more information about the project, call Butler at Ext. 4012. For copies of the administrative officer position description, call Kovats at Ext. 6495. □

Job evaluation committee begins task of implementing Aiken plan

The job evaluation committee for professional and managerial staff has begun its task of evaluating about 80 reference positions. Once this has been completed, the committee will evaluate the remaining 430 positions within this group.

In an attempt to maintain communication with the University community about this process, the committee has compiled a list of commonly asked questions.

Why is U of G replacing the Hay evaluation system with the Aiken plan?

The Hay job evaluation committee had not met for more than two years, and there was an obvious need to renew the evaluation process following the internal review of administrative units. At that time, the University was in a position to review other available job evaluation systems. The Aiken plan had already been used extensively for pay equity purposes. In addition, Guelph decided to develop a joint job evaluation process with employee involvement. Given U of G's experience with Aiken and because it lends itself well to joint evaluation, the Professional Staff Association and the University decided to make the switch.

Will job fact sheets replace the old job descriptions?

Yes. All jobs will be evaluated using job fact sheets. Eventually, they will replace the old job description documentation, but in the meantime, the old forms may serve as useful sources of information in collecting infor-

mation for the new job fact sheets.

Can job fact sheets capture the scope and complexity of professional jobs?

They are designed to gather information to evaluate jobs ranging from the most junior positions to the top positions within the organization, including positions that are unusual and highly specialized.

How long will it take to evaluate the 80 reference positions?

It's expected that the review of these positions will be done by late summer or early fall.

Will the job fact sheets for reference positions be based on the most current information?

All employees in the reference positions have been asked to complete job fact sheets using current information.

As reference positions change over time, will they continue to be used?

The reference positions were selected to ensure that the committee would have a broad range of jobs across the organization to develop an overall structure of evaluation decisions. They will not have any long-term significance as evaluations and re-evaluations are carried out.

Will all positions be evaluated before results are released?

This is yet to be determined by the job evaluation steering committee. Ideally, all positions would be evaluated and reviewed by the committee

before evaluation results were released.

Will there be an appeal process?

Yes. The steering committee is currently discussing principles for evaluation, and a final appeal procedure will be announced as soon as possible.

How does this evaluation process affect my salary?

Major changes in the value of jobs are not expected unless their content has changed significantly. The job evaluation process and development of a long-term salary policy for the professional and managerial group are currently two separate processes. Once the evaluations have been completed, however, the results will be used to place all positions on salary ranges or bands. From then on, salaries will be administered within those ranges or bands. This means that job evaluation does have some effect on salary and that completion of the job fact sheet should be taken seriously.

What should I do to prepare for the evaluation of my position?

A good start would be to attend one of the training sessions on job fact sheets being offered by Human Resources over the next three months. A memo has been sent out to all employees in the professional and managerial group asking them to attend one of the two-hour sessions, which run Feb. 26, March 5 and 24, April 1 and 20 and May 12 and 26. To register, call Karen Kovats at Ext. 6495 or Kathy Copeland at Ext. 6598. □



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The Adzido Pan African Dance Ensemble performs May 15 as part of the Guelph Spring Festival.

Guelph Spring Festival offers mixed bag of entertainment

The Guelph Spring Festival begins its second quarter-century this May with a program that celebrates community, youth and tradition.

At a press conference last week, festival artistic director Simon Streatfield announced that the festival will continue its tradition of combining established performers and promising newcomers from the community.

This will be particularly evident in the festival's opening production, *Wheel of the World*, which will feature the Guelph Children Singers, a mixed youth choir, members of the Guelph Youth Orchestra and local dancers, actors and mimes.

Making its North American premiere, *Wheel of the World* is a theatrical pageant based on Chaucer's *Canterbury Tales*, set to music by British composer Gordon Crosse. On opening night May 7, it will be followed by a *Canterbury Cabaret*, a medieval pub with entertainment by local performers.

The festival program will feature a number of other young performers, including violin and piano duo Martin Beaver and Jamie Parker, vocalist John Haley-Relyea performing with his father, noted baritone Gary Relyea, and winners of last year's Edward Johnson Music Competition.

For young audiences, the festival is offering a family concert by the Manitoba Chamber Orchestra and the Guelph Youth Orchestra, and the slapstick humor of Jim Jack Jokes, a duo of Belgian actors providing a Charlie Chaplin-inspired cops-and-robbers adventure.

In a more traditional vein, this year's program features the Tokyo String Quartet with a recital of works by Beethoven, Bartok and Ravel, the Pro Coro Canada Choir performing Grieg, Handel and Haydn, and Tommy Reilly on harmonica with the

Manitoba Chamber Orchestra, offering a program of works by Mendelssohn, Grieg and Faure.

Other festival highlights include a cabaret with saxophonist James Galloway and the Swing Sisters, a performance by the Adzido Pan African Dance Ensemble and a reading by author Timothy Findley from his newest work, *Headhunter*.

In addition, the festival will again offer its free block party, with local entertainment and a wide variety of hands-on activities for children.

For copies of the Guelph Spring Festival brochure or for ticket information, visit the GSF box office at 21 Macdonell St. or call 821-7570.



Tommy Reilly performs classical harmonica May 28 with the Manitoba Chamber Orchestra.

Parents' program adds books to library shelves

Putting books on library shelves can be expensive, but the U of G collections are getting a boost from the parents of Guelph students through the Parents' Program Book Acquisition Fund.

In the three years since the program began, more than 4,000 volumes have been put on library shelves through donations of more than \$200,000. A donation of \$85 covers the cost of purchasing and cataloguing a book. A gift of \$300 is recognized by a personalized bookplate. Donating \$500 ensures that the book matches the student's academic program.

The fund-raising program recently launched its fourth year, with a goal of raising \$120,000 to support the library needs of undergraduates, says Cathy Verby of Annual Giving and Support Services.

All parents received a letter from program spokesperson Michael Beckley last month and are receiving follow-up phone calls from current students this month and next.

The program is adding extra titles to the library's collection because the books purchased are not budgeted for in the library's regular acquisition fund, says chief librarian John Black.

"When parents put money into books, they are reaching out to the whole campus," he says. "The library is the one aspect of academic life that touches every student, and contributes to the library will benefit students now and in the future."

For more information about the parents' program, call Verby at Ext. 3901.

Theatre group to explore women and development

U of G's Women and Development Distinguished Speakers' Series will feature Sistren, a women's theatre collective from Jamaica, March 3.

Through drama, Sistren works to advance awareness about issues affecting women in the South. Since it began in 1977, the group has gained international acclaim for its theatre work and has played a major role in Caribbean popular education and in the regional women's movement.

Sistren will present a play and lead an open discussion from 2 to 4 p.m. in Lower Massey Hall. A workshop for 30 registered participants will follow. The theme of the play, discussion and workshop is "Women and Development — Structural Adjustment and Its Toll on Women."

Sponsors of the event include the departments of Drama, English, Rural Extension Studies, History, Political Studies and Sociology and Anthropology, and the University School of Rural Planning and Development.

Other sponsors are the President's Office, the Centre for

International Programs, the International Development Club, the Central Student Association, the women in international activities subcommittee of the Senate Committee on International Activities, International Education Services, the Kitchener-Waterloo YMCA and the Canadian International Development Agency.

Admission is free and everyone is welcome. For more information or to register for the workshop, call Ext. 6915.

What's the buzz?

A master beekeepers' course will be offered March 17 to 19 at the Arboretum Centre for hobbyists and commercial beekeepers.

Offered jointly by U of G, the Ontario Beekeepers' Association and the Ontario Ministry of Agriculture and Food, the course will cover such topics as colony management, honeybee genetics, queen rearing, Africanized bee diseases, mites and hive products.

Lecturers include Profs. Cynthia Scott-Dupree, Gard Otis and Peter Kevan, Environmental Biology.

Around town

Get crafty

More than 85 exhibitors will be on hand for the 22nd annual Wesley United Church art and craft show in Cambridge. The show runs March 5 from 7 to 10 p.m. and March 6 from 10 a.m. to 5 p.m. Admission is \$4 for adults, \$1 for students under 16.

Pork futures

"Positioning My Pork Farm for the Future" is the topic of an OAC extension symposium at the Waterloo Inn in Waterloo April 13. Registration deadline is March 26. For information or to register, call Laurie Parr at Ext. 3677.

Bird Sisters soar

The Bird Sisters will perform at a fund-raiser concert for the Hillside Festival Feb. 27 at 9 p.m. at the Albion Hotel. Group members

Sue Smith of University Centre Programming, Tannis Slimmon of the Department of Horticultural Science and Jude Vadala are founding members of the festival, which will celebrate its 10th anniversary July 23 to 25. Sharing the bill at the Albion will be Fred J. Eaglesmith and the Flying Squirrels. Admission is \$7.

Calling all campers

The London YMCA-YMCA is looking for all former campers and staff of Camp Queen Elizabeth on Beausoleil Island to help them celebrate the 40th anniversary of the camp. If you are an alumnus of the camp, call Helen Harloff of the alumni steering committee at 519-667-3300 or write the committee at the London YMCA-YWCA, 382 Waterloo St., London N6B 2N8.

North to Norway

Take a trip to Norway with the Guelph Spring Festival in June for the 1993 Bergen International Festival, where Guelph conductor Simon Streatfield will conduct a performance of *Peer Gynt*. The trip also includes tours of fjords, Oslo and Copenhagen. For details, call Eleanor Ewing at 836-9316.

GSF garage sale

The Guelph Spring Festival needs your unwanted treasures for its fund-raising "Spring Fling" garage sale March 28 at the Guelph Farmers' Market. To arrange for pickup of your extra kitchenware, china, linen, books, records, jewelry, children's items or furniture, call Carol Koenig at 824-6222 evenings.

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Academic restructuring will be long, slow process: Conolly

Continued from page 1

Conolly said that if the University does regroup, "administrative support is clearly an issue that has to be addressed."

Responding to other questions, he said the committee is expected to keep in mind Guelph's learning objectives and has not consulted with the University's external clients like alumni and potential employers.

"We're not sure yet what we would be seeking advice on," He agreed that any change would only work with "grassroots" support.

Throughout the forum, there

were some reflections about the current system and a few ideas for future restructuring.

Philosophy professor Bill Hughes said the four-year undergraduate programs are too specialized. "We need a stronger sense of what we're trying to do with this program."

He suggested students could get a more general undergraduate education and specialize later. And he said the University "should look at interdisciplinary work at the graduate and doctoral levels."

Prof. Gordana Yovanovitch, Languages and Literatures, said Guelph should not reinvent the

wheel, but should base a model for interdisciplinary studies on working European models.

Rick Smith, internal vice-president of the Graduate Students Association, described the existing college structure as "pretty tired."

Conolly said the University is hesitant about restructuring the historical college system, but it's on the agenda. Related issues include defining the optimum size of colleges as administrative units.

Dickinson said he is troubled that the main criterion for reconsidering the college system seems to be administrative. He said the question should be instead: "What

do we need a college or department or program for?"

Committee member Prof. Joseph Tindale, Family Studies, said the college structure is not sacred. "We can't define optimal size if we don't know what we're trying to accomplish. I think we need to know from departments what they can't do now or can do better, and we need suggestions on what we need to do to reorganize."

Conolly said it will be a long, slow process to work out any plans for restructuring. He encouraged the University community to contact committee members with ideas about restructuring

and about the consultative process.

In addition to Conolly, Keefer and Tindale, committee members include graduate student Robin Hicks, undergraduate student Chris Parent, U of G graduate Ann Vaughan and Wayne Marsh of the Office of Research.

Other members are Prof. Nigel Bunce, Department of Chemistry and Biochemistry; Prof. John Leatherland, Zoology; Prof. Bryan McKersie, Crop Science; Prof. Brian Earn, Psychology; Prof. Stewart Hiltz, Land Resource Science; and Prof. Anne Croy, Biomedical Sciences. □

At Guelph is guided by an editorial policy

Each week *At Guelph*, filled with news for and about the University community, reaches some 8,000 on- and off-campus readers. Behind each headline are people who work within guidelines defined in an editorial policy that explains why and what *At Guelph* is responsible for.

The policy is reviewed at the beginning of each year by the publication's editorial advisory board. This year's board consists of Prof. Don MacLaurin, School of Hotel and Food Administration; Prof. David Swayne, Computing and Information Science; Prof. Suzy Lake, Fine Art; Prof. Ann Oakes, Botany; Sheila Trainer, Zoology; David Hull, U of G Library; Stu Brennan, Human Resources; Prof. Victor Ujimoto, Sociology and Anthropology; Nona Robinson, Central Student Association; Peter Norman, Graduate Students Association; and Guelph lawyer Robin-Lee Norris.

There is one policy change for 1993 in the advertising guidelines. The change permits the advertising content in each issue to increase from 25 per cent to 35 per cent. Other changes are editorial, such as titles and the addition of new content introduced into the publication last year.

The text of the policy follows:

This is the editorial policy of *At Guelph*. It describes the objective, content, responsibilities and freedoms, as well as the reporting and editing procedures for the publication. Reviewed annually by an editorial advisory board and endorsed by the University's executive group, the policy is published in full in *At Guelph* once a year.

Objective

To provide the University community with timely and accurate information about the University and its people.

Content

At Guelph is published by the University of Guelph for the University community. Distributed weekly on Wednesdays, except during July, August and December, when a reduced schedule applies, it usually consists of eight or 12 pages.

Copy for each issue must reach *At Guelph* by noon Thursday. The *At Guelph* office is located in University Communications on Level 4 of the University Centre. Hours are 8:30 a.m. to 4:45 p.m. Monday to Friday.

The tabloid is published by an executive editor with a staff that includes an editor, writers/photographers and a desktop coordinator. Content is determined by the executive editor, who aims for a balance of administrative, college, faculty, staff and student news in each issue. Copy is published according to news value to the University community and greatest urgency.

The publication contains news on the institution's events, direction and issues and also provides a place for discussion

and opinions.

At Guelph provides coverage of open meetings, including Board of Governors and Senate, as well as agendas, minutes and reports when these become public. It also reports on University policies, finances, research and teaching, faculty, staff and student appointments and activities, enrolment, convocation, special events, books and publications, visiting professors and visitors, awards, classifieds, job opportunities, positions elsewhere, coming events, special service/information columns and external issues that affect the University.

The publication carries letters to the editor and opinion pieces in a commentary section. The policy for letters to the editor, printed from time to time in the publication, is as follows:

"*At Guelph* welcomes letters to the editor. They must be signed by the correspondent, should not exceed 500 words and should be submitted on disk whenever possible. The executive editor reserves the right to edit letters without changing the original meaning and to reject any letter. If there is a concern, the executive editor will consult with the editorial advisory board before publishing a letter to the editor."

and opinions. The publication carries paid advertising, supplements and inserts. The advertising policy is as follows:

"*At Guelph* will not run liquor, tobacco or advocacy advertising. Advertising content is no more than 35 per cent of each issue. The executive editor reserves the right to accept, edit, rewrite, classify or reject any advertising. Whenever possible, advertising should be submitted camera ready. Customers requiring ad preparation are referred to Writing Services, where charges for writing, editing and desktop publishing apply. Ads are subject to editing and proofreading to ensure they are appropriate and accurate.

"The executive editor reserves the right to add the word 'advertisement' to any paid matter. Ads must be submitted one week in advance of publication date. Placement of the ad is not guaranteed, but every effort will be made to accommodate the client's wishes. The publication is not responsible for errors in ads, but will not charge for the portion of the ad where the error occurs. The advertising policy is reviewed annually. Revenues generated by the sale of ads will be used to offset printing costs."

approach *At Guelph* to offer information or consultation off the record or in advance of news being made public. *At Guelph* honors off-the-record comments and protects its information sources. *At Guelph* is also free to refuse to accept off-the-record comments.

Anyone who feels unjustly treated by *At Guelph* or who is concerned about its policy or actions should discuss the matter first with the executive editor, then with the editorial advisory board and then, if necessary, with the president. The publication prints corrections and letters to the editor with complaints of its reporting or policies.

The publication operates within a budget approved by the administration for Internal Communications and Publications, a unit in University Communications, University Affairs and Development.

Reporting and editing procedures

At Guelph strives to be unbiased through observance of the following journalistic standards and procedures: writers and liaison people write stories; editors and copy editors edit using the *Canadian Press Stylebook* and first-word usage in the *Gage Canadian Dictionary* (the dictionary adopted by Senate); both sides of a story are presented; writers strive for accuracy, using tape recorders when necessary; writers and editors clear copy and check facts with sources; stories are printed on the basis of news value; and bylines are used for significant stories.

Articles in the publication not written or edited by *At Guelph* staff are clearly labelled.

The executive editor consults routinely with the president and senior academic and administrative officials. The president gives direction of only a general nature to the executive editor, but may overrule a decision made by the executive editor. Judging story leads for news value, assigning articles and determining front-page copy is the domain of the executive editor.

The publication is guided by an editorial advisory board consisting of faculty, staff and students, as well as a lawyer who advises on copyright and libel. Board members represent the University as a whole, not any particular group. The board advises the executive editor on policy and other matters and is consulted by the executive editor on a regular basis. Board members hold two-year appointments. Board meetings, held at least twice a year, are called by the executive editor. A list of board members is available on request.

Stories appearing in the publication may be reprinted with the permission of the executive editor.

Copies of this policy are available on request by calling Ext. 3864. □

At Guelph

Articles for the commentary section should not exceed 1,000 words and should be submitted on disk whenever possible.

Views and opinions contained in the publication do not necessarily reflect official University policy.

The classifieds column is free and open to members of the University community only. The "Around Town" column is free and open to non-profit organizations in the external community. Wordings and release date of copy in these columns depends on space available. The "Calendar" column lists only those events that occur on campus or are sponsored by a University-identified organization. The job opportunities in the Human Resources column are submitted by Human Resources.

Under certain circumstances, limited space is reserved for official University announcements. These articles are iden-

A rate card, reviewed annually in January, is available on request.

When important news breaks between publication dates, a "News Bulletin" will be published.

Responsibilities and freedoms

At Guelph is responsible for communicating University news to the University community before it is released to the public or media.

Every member of the University community has the right to express opinions and make suggestions to the publication, but no one is to expect space as a matter of right.

Editors and writers may ask for information, comments and quotes from anyone in the University, but no one is required to answer questions. Writers must inform interviewees that their responses are for use in the publication.

Anyone in the University is entitled to

Research report



Prof. Alex Michalos displays the four volumes of his *Global Report on Student Well-Being*.

Photo by Roberta Franchuk, University Communications

What makes people happy the world over?

by Margaret Boyd
University Communications

After 10 years of studying the state of happiness, Prof. Alex Michalos, Philosophy, concludes that people measure happiness in one of two ways: by the goals they achieve or by comparisons with others.

"There are a lot of similarities the world over," says Michalos, who surveyed more than 18,000 university students in 39 countries. "On average, men and women achieve most happiness from family relations and living partners and the least amount of satisfaction from their finances and transportation."

There are, however, gender differences. For most areas of their lives, women generally have higher levels of satisfaction than men. Whereas women tend to derive happiness from achieving goals, men are more likely to derive it from social comparisons.

"Women are more internally driven," says Michalos. "Men are more socialized to be competitive and compare themselves."

Social comparison

But when he got deeper into the analysis — to determine the most influential barrier — he found that "social comparison was the main factor that drives goal achievement."

Of the countries surveyed, Canada placed in the top 30 per cent in terms of life satisfaction. Top countries included Bahrain, Finland and the Netherlands; at the bottom were countries such as Cameroon, Turkey, Japan and Korea.

Not surprisingly, Michalos found higher levels of satisfac-

tion in developed countries than underdeveloped ones.

His report, entitled *Global Report on Student Well-Being*, was published in four volumes by Springer-Verlag of New York and Heidelberg. It examines 12 domains of living and two global domains.

The living domains are family, friends, partners, self-esteem, religion, education, recreation, health, employment, finances, housing and transportation. The global domains are happiness and satisfaction with life as a whole.

Overall happiness

The first two volumes of the report, dealing with overall happiness and life satisfaction and interpersonal relationships, were published in 1991. The final two volumes, one on finances and employment and one on spiritual, educational and health-related issues, were published last month.

For the study, Michalos used his multiple discrepancies theory, which maintains that people's satisfaction is a function of seven perceived gaps. The two main gaps concern "what people have and what they think their neighbors have" and "what they have and what they want," he says.

His theory enabled him to uncover "causal elements" relating to specific domains of life (such as job and marital satisfaction) and to satisfaction and happiness. The study also used a point-system model that added up aspects of satisfaction in specific domains to determine overall life satisfaction.

The project was supported by a grant from the Social Sciences and Humanities Research Council and UNESCO. □

Eating disorder victims pursue image, rewards of perfect woman

by Margaret Boyd
University Communications

There are many theories about the causes of eating disorders, but all sufferers share a common goal — to attain society's model of the perfect woman, says Prof. Gail Grant, Sociology and Anthropology.

"In every case, they are pursuing the image of the perfect woman and the rewards that go with it, such as good jobs, being better liked and having male admirers," says Grant.

She is concerned about the high number of young university women with subclinical eating disorders, which involve semi-starvation, and bulimia, a disorder that involves bingeing and purging the body of food. Some estimates of bulimics have ranged as high as 30 to 60 per cent of female university students, but the actual percentages are unknown.

"It is a widespread problem," says Grant, who notes that full-blown (a loss of 30 per cent of body weight) anorexics and

bulimics represent 20 per cent of psychiatric referrals in young people. Fifteen to 20 per cent of anorexics and 10 to 15 per cent of bulimics will die, and at least half who recover will continue with bizarre eating habits.

"Eating disorders are basically a coping mechanism to overcome problems," she says. "Youth and beauty are highly valued in our society, and dieting is the means, but for some, it gets out of control."

To study eating disorders from a cultural perspective, Grant interviewed two groups of women — one with eating disorders and one without — and their mothers. The mothers were included because, as Grant notes, "this is the first generation of women who had dieting moms."

A "cushioned" middle-aged woman used to indicate affluence, but now a leaner physique is idealized. It is the middle-aged women who are the most likely candidates for cosmetic surgery and who go to great expense to stave off aging,

she says.

"Maternity is not valued in our society. In the workforce, maternal-looking women are seen as being incompetent. Leaner, more masculine body shapes represent competence."

Grant found that some mothers had advised their daughters to diet at a young age, and that many young girls are trained to ignore their own needs and feelings.

"Women have conformed with their bodies through generations, and young women are uncertain of what's expected of them," she says. "People will go to extreme measures to conform to the ideal, but the ideal is not reality."

Theories about the causes of eating disorders range from a feminist belief that women are trying to achieve control to theories that faulty father-daughter or mother-daughter relationships or sexual abuse are to blame, says Grant.

"It is a multi-dimensional problem," she says. "Women will not develop it unless there are other contingencies." □

Awards

Prof. Bev Kay, Land Resource Science, received \$83,000 from DSS-Agriculture Canada to study "Methodologies for Assessing Soil Structure and Protection of Crop Responses to Changes in Soil Quality."

The E.P. Taylor Equine Research Fund awarded \$2,500 to Prof. Michael Livesey, Clinical Studies, for "Colic Classification."

Prof. Michael O'Grady, Clinical Studies, received \$12,000 U.S. from Mark Morris Associates to study "Heart Rate Variability and Baroreceptor Reflex Sensitivity in Normal Dogs on Various Dietary Levels of Sodium and Chloride."

The Canadian Police College has awarded Prof. Kathy Schellenberg, Sociology and Anthropology, \$11,000 for her work on "Impacts of Computer-Linked Workplace Technologies on Role Relationships."

Prof. George Thurtell, Land Resource Science, received \$40,000 from Agriculture Canada for "The Design of Sampling Systems for Measuring Fluxes of Atmospheric Trace Gases from the Earth's Surface," \$50,000 from Agriculture Canada for "Quantification of the Measurements of Nitrous Oxide Fluxes from Agricultural Fields at the Elora

Research Station" and \$165,808 from Laval University and NSERC to study "Boreal Forest/Atmosphere Interactions: Exchanges of Energy, Water Vapor and Trace Gases."

Prof. Eric Beauchamp, Land Resource Science, received \$30,000 from Agriculture Canada to study "N₂O Emissions in Intensive Crop Production Systems."

Prof. Doug Dalglish, Food Science, received \$130,100 from Nesec Ltd. for "Studies of Oil-in-Water Emulsions Formed With Proteins From Milk."

DowElanco has awarded Prof. Chris Hall, Environmental Biology, \$69,462 for his work on "Development of Monoclonal Antibodies to ACCase Inhibitors." □

Office of Research deadline dates

March 5 is the deadline to apply for Health and Welfare Canada support for AIDS research and related activities.

Due March 23 in the Office of Research are applications for:

- Medical Research Council fellowships and AIDS postdoctoral fellowships.
- Canadian Institute of Ukrainian Studies grants, student assistantships and fellowships.
- Cancer Research Institute postdoctoral fellowship in general or cancer immunology.
- Animal Health Trust of Canada research grants for quality animal health projects in Canada.

■ U.S. Cystic Fibrosis Foundation summer scholarships in epidemiology.

■ Social Sciences and Humanities Research Council (SSHRC) support for specialized research collections.

Applications for SSHRC's aid program for scholarly conferences in Canada can be submitted from March 23 to June 23.

Applications for the Hospital for Sick Children Foundation's external grants for research into child health can be submitted from March 23 to Sept. 24.

NATO invites applications for its collaborative research grants from March 23 to Aug. 9. □

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Student speak

by Scott
McNichol

Federation support rises

Members of the Central Student Association (CSA) voted last week to have U of G students pay an extra \$2 a semester to support their commitment to the Ontario Federation of Students (OFS) and Canadian Federation of Students (CFS). The increase from \$4 to \$6 becomes effective this September.

"Without the increase, the CFS can no longer put their principles into action," said CFS chair Kelly Lamrock, who spoke to the CSA in favor of the increase.

The mandate of both the CFS and OFS is to help students campaign against funding cuts, budget freezes and Ontario Student Assistance Program cutbacks. There has not been an increase in student membership fees since U of G

joined the federations in 1987.

The increase comes just ahead of the OFS general meeting, which will be held on campus Feb. 27 to March 4. CSA president Nona Robinson says the meeting will centre around electing a new chair for 1993/94 and setting new goals for the next year. For more information about the meeting, visit the CSA office on Level 2 of the University Centre.

SFOAC seeks nominees

The Student Federation of OAC (SFOAC) is seeking nominations for its 1993/94 board. Positions available are president, vice-president external, vice-president internal and representatives of the BA, B.Comm., B.Sc., B.Sc. (Agr.), B.Sc. (Env.), BLA and diploma programs.

Positions on the class executive are open for president, vice-president, treasurer, secretary, SFOAC rep, sports reps and directors.

Nominations close March 5. Elections will take place March 9 and 10 from 10 a.m. to 2 p.m. in the University Centre courtyard.

Nomination forms are available at the Aggie lounge or from the Aggie board in the University Centre.

SFOAC is amending its constitution so that students may only vote for their respective degree representative. Anyone with questions or concerns about the decision can call Ext. 8321.

Position available

Student Housing Services is accepting applications for the position of residence manager, a contractually limited appointment from June 1993 to June 1994.

The residence manager is responsible for student life in a residence that houses 600 students. This includes recruitment, training and supervision of student staff, liaison with the resources required to maintain the building; and enhancement of the quality of student life.

Candidates should have experience in management and supervision of student staff, staff training and development, facilities management, student

development, programming, budget management and planning.

Residence manager is a live-in position and requires a university degree (preferably a master's) and two years of related work experience in a residence environment. Send applications to Human Resources on Level 5 of the University Centre.

Giving to peers

Understanding and enthusiasm are what you'll get when you talk to Mary Waterman, a peer helper with the Connection Desk on Level 3 of the University Centre.

"We get a lot of students who don't know where something is or who have been sent back and forth between departments," says Waterman, a second-year B.Comm. student. "We're there to assist as best we can."

All the peer helpers at the desk are committed to helping students

by either getting the information needed or making the correct referrals, she says. The peer helper program provides volunteers for a variety of student services across campus.

Waterman, who became a peer helper at the beginning of her second year, likes being able to do something for the University and help out her fellow students. "You get to meet a lot of great people," she says.

In her spare time, she participates in intramural sports and swimming. Her academic goal is to earn an MBA.

For more information about the peer helper program, visit the Connection Desk. □



Mary Waterman

Green up Guelph

This column is provided by the Ontario Public Interest Resource Group—Guelph (OPIRG). Green-up seminars are available for neighborhood and service groups through OPIRG. Call Ext. 2129 or 824-2091 for more information.

Putting the freeze on energy waste

The refrigerator is one of the biggest users and abusers of energy in the home, making it a vital spot to

focus energy-saving practices.

Buy a fridge to suit your family's needs. Make sure it's not too large because energy is wasted to cool the unused space. For one or two people, a 12-cubic-foot unit is adequate. For three or four people, consider one that is 14 to 17 cubic feet.

In addition, don't buy a fridge that's too big to allow proper clearance on the sides, top and rear. If you don't allow clearance

space, the appliance will operate inefficiently.

It's important to put your fridge in an appropriate spot. Many people place it close to the stove for convenience, but this is wasteful. The heat from the stove makes the fridge use more energy to cool itself down. In addition, make sure it's not located next to a heater, heating duct or an appliance that creates heat.

The most efficient energuide rating for a fridge is 84 kWh a month. The least efficient is about 145 kWh a month. With the most efficient unit, you'll save \$750 in energy bills over its lifetime. □

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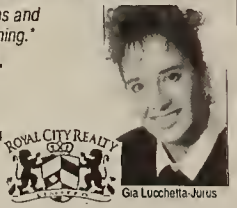
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Men's skates; adult cross-country skis; infant and boy's clothes/shoes (to size 4); Kenmore sewing machine with table; Pat, Ext. 6463.

Aquariums (15-100 gallons); off-set printing press; radial-arm saw on table; Cal, 763-3131

Kirby vacuum cleaner, two months old, moving to B.C., 837-2205.

Furnished home in Lakeland, Florida, 24 x 48 feet, in secure park with clubhouse, swimming pool, social activities, 824-1418.

Log house on five wooded acres, 1,350 square feet, 35 km southeast of U of G, five km from 401, 824-7181.

Building lot, 150 by 327 feet, Eramosa Township, minutes from Guelph, 824-1587.

Moving to England, everything must go, 821-5936.

Premium quality queen-size duvet, fully combed cotton, pure Canadian goose down, never used, Joanne, Ext. 6031 or 837-1069.

For rent

Summer sublet, College Avenue opposite OVC, May 1 to Aug. 31, price

negotiable, includes utilities, parking, laundry facilities, large backyard, Penny, 821-7828.

Four-bedroom two-storey house, finished basement, two baths, appliances, double garage, Campus Estates area, non-smokers, no pets, available May 1, \$1,300 a month plus utilities, references, 836-0466 after 5 p.m.

Available

Piano lessons with Royal Conservatory of Music student, downtown Guelph, Rebecca, 824-6015.

Data inputting using WordPerfect, on disk or on paper, 821-5502.

Child care, downtown area, 824-9388.

Day-care services in your home, available May 1 for full-time work or immediately for part-time service, Meredith, 837-2723.

Wanted

Angora and/or dwarf bunny or Himalayan kitten for Easter, Pat, Ext. 6463.

Leather arm chair in good condition, Wilna, Ext. 4139.

Shared accommodation in home, preferably near university, 837-9972, leave message.

Brown 9 x 12 interoffice envelopes. Send to University Communications on Level 4 of the University Centre.

Women's Resource Centre Position Vacancy

WRC's Collective requires a part-time coordinator to start May 10, 1993. The coordinator is the Collective's administrative assistant who oversees the day-to-day operation of the Centre, handling mail and phone inquiries, acting as spokesperson, and maintaining contact with the Centre's volunteers, as well as groups and individuals with similar interests.

Candidates must be knowledgeable about women's issues and supportive of all women. Experience in volunteer organizations and familiarity with services offered by the university are desirable.

Applications must reach W.R.C., U.C. 107, by March 8th. Pay is \$8.80 per hour for 20 hours each week the Centre is open.

Calendar

Thursday, Feb. 25

Workshop - International Education Services (IES) is holding a workshop to answer questions about work and study abroad. The free one-hour session begins at 1 p.m. in UC 333. To register, call Ext. 6918 or visit IES on UC Level 4.

Board of Governors - The board meets at 4 p.m. in UC 424.

Macdonald Stewart Art Centre - The centre's "Arts of Duration" series concludes with Charlie Fox leading a discussion and tour of the Ed Video Media Arts Centre at 7:30 p.m. For more information, call 837-0010.

Saturday, Feb. 27

The Arboretum - Maple Syrup Days run today and tomorrow and continue weekends until the end of March. Meet at the nature centre between 9:30 a.m. and 3:30 p.m.

Monday, March 1

Women's Resource Centre - Relationships between aboriginal and non-aboriginal people are the topic of a circle of understanding led by Mary-Anne Cheesequay at noon in UC 107.

Human Biology Seminar - Prof. Lawrence Spriet discusses "Regulation of Fat/Carbohydrate Metabolism in Skeletal Muscle During Intense Aerobic Exercise" at 4:10 p.m. in Human Biology 212.

Tuesday, March 2

Our World - Carol Vaughan of the Guelph-Wellington Red Cross discusses the many roles of the Red Cross around the world at noon in UC 442.

Physics Colloquium - Raymond Hoff of the Atmospheric Environment Service examines atmospheric visibility at 4 p.m. in MacNaughton 113.

Information Session - Iris Lambert of Student Housing Services discusses the advantages and disadvantages of off-campus living at 6 p.m. in the East Residences fireplace lounge. Topics include leases, landlord rights and how to choose housing.

Wednesday, March 3

Third-Age Learning - TAL-Guelph's winter lecture series for retired people continues with Arboretum director Alan Watson discussing how to live with wild-

life in the city at 10 a.m. and retired English professor John Bligh investigating "Allegorical Interpretations of the Stoics, Epicureans and Skeptics" at 1:30 p.m. Lectures are at the Arboretum Centre. Admission is \$2.50.

Food for Thought - "What Does NAFTA Mean for Mexican Farmers?" asks Luis Hernandez, consultant for Mexico's National Union of Agricultural Workers, at 12:10 p.m. in Animal Science and Nutrition 141.

Biochemistry Seminar - Graduate student Danny McManus describes "Mechanisms of *E. Coli* Protection Against Phagocytic Killing by Neutrophils" at 12:10 p.m. in MacNaughton 222.

Teaching Workshop - The roles and rewards of faculty are examined during a discussion of the conference of the American Association for Higher Education. The workshop runs from 2 to 4 p.m. in MacNaughton 222.

Women and Development Series - Sistren, a women's theatre collective from Jamaica, performs at 2 p.m. in lower Massey Hall. A discussion will follow.

Plant Biology Seminar - Ilya

Raskin of Rutgers University outlines "Properties of Salicylic Acid as a Novel Regulating Molecule in Plants" at 3:30 p.m. in Axelrod 117.

Exhibition - The opening reception for an exhibition of work by fine art students begins at 5 p.m. in the Zavitz Hall art gallery.

Information Session - Iris Lambert of Student Housing Services discusses the advantages and disadvantages of off-campus living at 6 p.m. in the Off-Campus Housing Office in Maritime Hall.

Thursday, March 4

Pathology Graduate Seminar - Louise Langlais-Burgess introduces the results of a "Retrospective Study on Concurrent Hypoadrenocorticism and Hypoalbuminemia in 15 Dogs" at 11:10 a.m. in Pathology 2152.

Concert - The free noon-hour concert features Douglas Boyd on oboe and Stephanie Sebastian on piano. Performances are at 12:10 and 1:10 p.m. in MacKinnon 107. Admission is free.

Workshop - International Education Services (IES) is holding a workshop to answer questions

about work and study abroad. The free one-hour session begins at 1 p.m. in UC 335. To register, call Ext. 6918 or visit IES on UC Level 4.

Arboretum - "The Art and Practice of Pruning" teaches easy and correct pruning techniques. The hands-on workshop runs from 1 to 4 p.m. Cost is \$25. Call Ext. 2113 for information or to register.

Friday, March 5

Symposium - "Punishment" is the topic of an all-day symposium organized by the departments of History and Philosophy. It runs from 10:30 a.m. to 4:30 p.m. in MacKinnon 114.

Nutritional Sciences Seminar - Konrad Dabrowski of Ohio State University assesses the "Physiological Potential of Ascorbate in Female and Male Fertility of Rainbow Trout" at 11:10 a.m. in Animal Science and Nutrition 141.

Current Issues in Agriculture - Tracy Ryan of the Grand River Conservation Authority discusses rural beaches at 3:10 p.m. in Crop Science 117.

Economics Seminar - John Treble of the University of Wales examines the pricing of worker reliability at 3:30 p.m. in MacKinnon 315.

Saturday, March 6

Arboretum - The Arboretum hosts a second session of "The Art and Practice of Pruning," from 1 to 4 p.m. Cost is \$25. Call Ext. 2113 for information or to register.

Theatre in the Trees - A dinner theatre production of *The Man*

Most Likely To . . . by Joyce Rayburn continues at the Arboretum Centre. Doors open at 6 p.m., the buffet is at 6:30 p.m. and the show begins at 8 p.m. Tickets are \$39.50 plus GST and are available at the UC box office, Ext. 4368. For table reservations, call Ext. 2113.

Monday, March 8

Interdepartmental Virology Journal Club - Prof. Peter Dobos, Microbiology, speaks at noon in Veterinary Microbiology and Immunology 101.

Women's Resource Centre - Sound technologist Karen Kane describes the role of women in the music industry at noon in UC 107.

Human Biology Seminar - Prof. Richard Staines examines "Cerebral Somatosensory-Evoked Potentials" at 4:10 p.m. in Human Biology 212.

Information Session - Karen Walker of Student Housing Services discusses the advantages and disadvantages of off-campus living at 6 p.m. in the Off-Campus Housing Office in Maritime Hall.

College Royal Lecture Series - "Help, My Pet is Ruining My Life: A Discussion of Normal/Abnormal Dog and Cat Behavior" is the topic of Clayton MacKay, director of the Veterinary Teaching Hospital, at 7 p.m. in OVC Learning Centre 1713.

Tuesday, March 9

Our World - Members of OPIRG's Speed River cleanup project present a slide show on the ecological history of Guelph's rivers at noon in UC 442.

Notices

It's a fine art

An exhibition of photographs, extended media and performance art by fine art students will be on display at the gallery in Zavitz Hall March 1 to 9. An opening reception followed by performances is March 3 at 5 p.m.

Hire a student

If you need summer help, consider hiring a high school student through the Challenge '93 program. Call the Department of Employment and Immigration at 519-579-1550 to find out if your project is eligible for funding. Completed applications must be submitted to the Office of Research by March 10.

Psychology conference

Graduate students at U of G and the University of Waterloo are hosting the 14th annual Industrial/Organizational and Organizational Behavior Graduate Student Conference March 19 to 21 at the Regal Constellation Hotel in Etobicoke. Open to all graduate students, the conference will feature more than 80 paper presentations, a panel

discussion on globalization, keynote addresses and six professional workshops. Cost is \$54. For more information, call Steve Harvey to the Department of Psychology at Ext. 4946.

Architects meet

The Ontario Association of Landscape Architects will hold its 25th-anniversary meeting March 5 and 6 on campus. For details, call organizing committee chair Prof. Cecelia Paine at Ext. 2521.

Projection demo

Teaching Support Services and the departments of Computing and Information Science, Physics and Mathematics and Statistics have arranged a demonstration of VGA computer projection systems suitable for the classroom. These include a color LCD palette, a LCD projector, a large data monitor and a converter to send VGA to a standard TV monitor. The demonstrations are March 4 from 10 a.m. to 3 p.m. in Room 203 of the MacNaughton Building.

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Worship

Catholic mass is celebrated Sunday at 10:10 a.m. in Thornbrough 164, Monday and Tuesday at 12:10 p.m. in UC 533 and Thursday and Friday at 8 a.m. in UC 533.

The Open Door Church (Anglican/United/Presbyterian) runs Sunday at 11 a.m. in UC 442.

Midweek - A Time with God provides an opportunity for reflection and meditation Wednesday at 12:10 p.m. in UC 533.

Womanstudy, a lunchtime discussion group led by Rev. Lucy Reid, discusses ecofeminism Thursdays at noon in UC 335.

The Student Christian Movement meets to discuss politics, society and spirituality Tuesday at noon in UC 335.

The Lutheran Student Movement meets Friday at noon in UC 444. □

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Ventriloquist headlines College Royal stage

by Roberta Franchuk
University Communications

A macaw, a gorilla and a frog. They may look like toys, but put the voice and personality of Kellie Haines behind them and they suddenly come alive.

Haines, who graduated from U of G last year with an honors BA in drama and English, has been giving voices to puppets since she was 10.

A self-taught ventriloquist, she showed an early aptitude when she began taking her stuffed animals apart and making them talk.

She won the College Royal Talentfest in 1991 and returns this year as a featured entertainer on the College Royal free stage in the University Centre courtyard March 13 and 14.

Her ventriloquism shows are directed to "young folk of all ages," she says. Often there is a theme to her show, such as the importance of self-acceptance.

"I want to give a funny show, but I also want people to come away with an understanding of a concept. This is one of the best ways to promote awareness, because it's fun."

She has written shows about Tourettes Syndrome and children with differences.

She has also done shows for Young Offenders, which are "hard but are some of my best. I really have to work to capture the audience's attention because they won't laugh if it's



not funny."

Haines works primarily with three puppets that she has had since childhood. There is a lot of herself in each of them, she confesses.

Magrau, a young macaw, is a real performer. The hat-wearing gorilla Magook-Maguiness is shy and "can be hard on himself when he can't do something right." Kermetta is a baby frog, part of "the child in all of us."

The real secret to a good ventriloquist act, she says, is being able to co-ordinate the movements of the hand with the sounds made through pursed, not closed, lips.

Haines is also active in many other forms of drama, as a clown, actor, dancer, gymnast and musician, but "ventriloquism is my real love." Her family encouraged her in all her efforts. "They're all performers in their own way," she says. □

She's getting back to bass-ics

Veterinary scientist jazzes up the local music scene

by Roberta Franchuk
University Communications

Fingers flying down the neck of the instrument, body moving with the music, a stand-up bass player creates a hypnotic chain of jazz notes. Music is a passion, but for Prof. Meg Thorburn, it's a passion that has to share time with her other role in life — fish epidemiologist for OVC.

"Music has always been a very major thing in my life," she says from her office in the Department of Population Medicine. Her musical training goes back to when she was nine years old and began to study the bass.

Great ambitions

"My mother had great ambitions for me," she says. "Actually, I wanted to play the tuba, but my mother wouldn't let me. She said it would make my lips too big."

When the bass proved to be too large for a small girl to carry around, Thorburn switched to viola, which she played through high school in California. In her senior year, she went on an exchange to Sweden and was caught up in a whirl of new types of music.

Captivated by the sound of Swedish folk music, she learned to play the Swedish keyed fiddle, an almost obsolete folk instrument that combines a keyboard, strings and a bow.

Back in the States, Thorburn enrolled in music at Stanford University, but changed her program when she discovered that her biology courses were easier. She continued to play in folk and dance bands, spending a year as a professional folk musician before heading off to the University of California at Davis to study veterinary medicine.

Mainstream jazz

She tried her hand at western swing and hot swing violin, then got caught up in the sounds of mainstream jazz.

"I noticed that bass players were in demand," she says, "so I took up the bass again. I was hooked as soon as I started."

When her PhD research took her back to Sweden, she found a bass teacher and began to get serious about learning the instrument. She also found a bass of her own — a 160-year-old instrument once owned by Oscar Pettiford, bassist



Prof. Meg Thorburn does a gig on the double bass once a month at Diana's in Guelph.
Photo by Roberta Franchuk, University Communications

for bandleader Duke Ellington.

An offer from Guelph brought Thorburn and "Oscar" here in 1989, and she soon hooked up with the jazz scene in the area, playing with the U of G Jazz Ensemble directed by music professor Howard Spring and joining up with other local musicians in small groups.

"I was surprised to find the size of the jazz culture in the area," she says. "You can always find a couple of jazz musicians wherever you go, but I was surprised to find so many good ones here."

With guitarist Glenn Murch, Thorburn plays at two regular "gigs" — one Friday a month at the Diana Dining Room and Coffee Shop in Guelph and every Sunday at the Black Shop in

Cambridge. Jazz standards, swing, bebop and Latin tunes are the mainstays of their program.

Not all of her OVC co-workers are fans of her music, says Thorburn, but a number of them turn out regularly for her performances.

She continues to work on her playing, trying to gain a more solid technique and better improvisation skills. For inspiration, she listens to her growing collection of jazz CDs, especially those of her favorite artist, John Coltrane.

The balance of veterinary work and music suits her just fine. "I'm giggling enough to satisfy my needs and it doesn't interfere with my work," she says. "It's a perfect combination right now." □

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At Guelph

University of Guelph, Guelph, Ontario

Volume 37 Number 8

March 3, 1993

Students gear up for 69th College Royal

U of G students will host their 69th annual College Royal open house March 13 and 14. The largest open house of its kind in Ontario, it involves more than 1,000 students and receives about 25,000 visitors each year. The campus will be open Saturday from 9 a.m. to 5 p.m. and Sunday from 11 a.m. to 5 p.m.

The 1993 College Royal theme, "Discover the Difference," will be reflected in club displays and events across campus. New this year is a College Royal lecture series featuring speakers from across campus. Running nightly from March 8 to 12 at 7 p.m. in Room 1713 of the OVC Learning Centre, the series kicks off with Veterinary Teaching Hospital director Clayton MacKay's talk, "Help, My Pet is Ruining My Life: A Discussion on Normal/Abnormal Dog and Cat Behavior."

Also new this year is a free stage in the University Centre featuring such acts as a ventriloquist, jazz band, dance troupe and student talent competition.

Traditional events include a cat show, fashion show, chemistry magic show, Old MacDonald's Farm, demonstrations of animal surgery and a petting zoo. The 40th annual dog show Sunday at 11 a.m. in the twin-pad arena will feature a doggie stunt show and sheep-herding demonstrations at half-time.

"Curtain Call," the annual musical satire of campus life directed

and performed by students, runs March 12 to 15 in War Memorial Hall. Fine art students will display their work in Zavitz Hall as part of the 25th annual Juried Art Show.

College Royal offers prospective students and their parents an opportunity to talk to faculty, admissions officers and students. This year for the first time, College Royal weekend coincides with U of G's Campus Days, which draw secondary school students from across Ontario to learn more about university life.

An admissions display will be set up in the University Centre courtyard both days, and guided tours of the campus and residences will be available.

A free shuttle bus will transport visitors to events across campus. Maps and information will be available in the University Centre.

For full details on College Royal open house activities, see the program included with this issue of *At Guelph*. □

Conolly to continue on as acting vice-president

Prof. Leonard Conolly will continue as acting vice-president, academic, until April 30, 1994. Board of Governors approved the continuation at its Feb. 25 meeting.

Conolly will remain in the position until Prof. Jack MacDonald returns from an administrative leave to complete the final three years of his second term as academic vice-president.

MacDonald postponed a scheduled leave to serve as acting president when President Brian Segal resigned last April.

President-designate Mordechai Rozanski, who becomes U of G's sixth president May 1, supports MacDonald's leave and Conolly's continued appointment, says a Feb. 25 memo from B of G secretary Betsy Allan.

A former chair of the Department of Drama and acting dean of the College of Arts, Conolly has been associate vice-president, academic, since 1988.

As associate vice-president, he was responsible for developing international and interdisciplinary



Is it spring yet?

When you live in a sculpture park, winter can be a chilling experience, as these snow-capped figures outside the MacDonald Stewart Art Centre will attest. After shivering in the cold for the past few

months, Cynthia Short's *Lightmare* and the other residents of the Donald Forster Sculpture Park are relieved to see the arrival of this week's relatively balmy temperatures.

Photo by Roberta Franchuk, University Communications

Search committee named to find new head of security

A search committee has been struck to find a replacement for director of Security Services Ron McCormick, who is retiring in April.

Headed by Charles Ferguson, vice-president, administration, the seven-member search committee aims to choose a new director by April 30.

Also on the committee are Roger Jenkins, director of Physical Resources; John Campbell, environmental health and safety manager; Liz Honegger, co-ordinator of Counselling Services; a city police representative; the chair of the Campus Safety and Awareness Committee; and human rights adviser Indira Ganasehall.

The scope of Security Services—and the responsibilities of the director—may be expanded beyond the traditional parking, traffic, patrol and

policing services. A recent review of Security Services by a group led by Ferguson has decided the unit should also play a role in human rights and harassment issues, crime prevention through education and student and staff safety.

Since last fall, the group has been reviewing Security Services, assessing campus needs and redefining the position of security director. The review has been conducted by Ferguson and Jenkins, along with Brian Sullivan, associate vice-president for student affairs, and Jane Wutt, assistant vice-president for human resources.

As a result of the review, the group has decided that the new director should report directly to the administrative vice-president rather than to the director of Physical Resources. □



Prof. Leonard Conolly

programs, reviewing the spring semester, increasing emphasis on recruitment and liaison programs, and developing a process for undergraduate course and program rationalization.

As acting vice-president, he chairs the Academic Restructuring Committee.

Prof. Tammy Bray's appointment as acting associate vice-president, academic, runs to June 30. □

Just kidding!

At Guelph has added a regular cartoon to its pages. *Farcus*, which pokes fun at life on the job, will appear each week on page 2. It is sponsored by Wellington Motors Limited. □

Inside:

Included with this issue is the Bookshelf Cinema's *Off the Shelf* and the College Royal program.

Sexual harassment policy approved 3
International women find local link 3

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by David Warglass
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Good teachers take an individual approach, graduate students learn

by Maurice Oishi
University Communications

A coach, the ocean and a pig farmer may seem unrelated, but they were some of the metaphors used by participants in the program "University Teaching: Theory and Practice" to describe the qualities of a good instructor.

These metaphors underscore the diversity of views on teaching held by the 58 graduate students and postdoctoral fellows enrolled in the program. Although seemingly disparate, they can be distilled to three basics of good teaching — having the enthusiasm of a coach, the skill to convey seemingly oceanic knowledge and the ability to not only lead students to the proverbial trough, but to also get them to digest information critically.

The task for participants in the two-semester non-credit program is to find out how these varied ideas can be woven into their own approach to effective teaching.

Program co-ordinator and engineering professor Trevor Dickinson says the program aims to give students a chance to find out what university teaching is all about and to explore the question: "Is this what I want to do?"

As a first step to answering that, participants in the program were asked to interview faculty to find out what makes good university teaching and to come up with some ideas of their own.

The range of ideas they produced came as no surprise to Dickinson, a 3M Award winner himself. "I think one of the underlying ideas is that there is no magic to being a good teacher," he says. "Rather, each one of us has to discover what is the best way

for us as individuals to be an effective teacher."

To help participants learn how to put the qualities of a good teacher into practice, Dickinson calls on the expertise of faculty from across campus. Last year — the first year the course was offered — 25 faculty gave their views on teaching, and at least that many will be tapped again this year.

For many of the students, talking with these faculty was a rewarding if eye-opening experience.

"They seldom agree with one another," says Lisa Barham, a PhD student in psychology. "For instance, in preparing for lectures, one professor advocated a high degree of preparation, almost to the point of writing a script. Yet another took more of a point-form approach to preparation."

Hearing that faculty have such differing approaches is affirming for the participants, says Mei-fei Elrick of Teaching Support Services, who helped Dickinson organize the course. "It gets rid of the idea that there's any mould or

quick fix," she says.

To help develop their own teaching style, participants prepared and videotaped in five-minute lectures. They then met with professors and other students to view the videos and uncover their strengths and weaknesses.

The first semester of the teaching program focuses on issues of concern to graduate teaching assistants, such as leading discussions and handling labs and tutorials. The second half focuses on the larger issues facing teachers. These include how to tailor a course to fit a particular curriculum, as well as such nuts and bolts as how to prepare an overhead and how to use TCoSy.

Many participants say one of the best parts of the course is the diversity of students involved. "It's interesting to hear how students in other areas approach teaching," says history PhD student Susan Mulley. "It gives us a chance to think about how their approaches can be integrated into teaching in other disciplines." □

Awards

Prof. John Proctor, Department of Horticultural Science, was elected an honorary life member of the Associated Ginseng Growers Association of British Columbia at their annual meeting. Already an honorary life member of the Ginseng Growers Association of Canada, he was honored by B.C.



John Proctor

for his leadership in initiating and expanding ginseng production in the province.

Prof. Laura Nagy, Department of Nutritional Sciences, has received a Future Leader Award for 1993 from the International Life Sciences Institute of North America. The award goes to nutritional scientists in their first academic position who show promise as leaders in the nutrition field.

The Canadian Society of Landscape Architects has honored Prof. Cecelia Paine, School of Landscape Architecture, for her work on the Byward Market Heritage Conservation District Study and sessional instructor Larry Harder for a project with the Rideau Canal Shoreline.

Retired fine art professor Helen Dow has been named Grand Ambassador of Achievement by the American Biographical Institute, publishers of biographical reference works. □

At Guelph

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Letters to the editor

Adviser understands human issues

We are writing in response to Eva Kratochvil's letter in the Feb. 24 issue of *At Guelph*, in which she questions the academic credentials of the University's human rights adviser.

In the letter, Kratochvil says it appears that Indira Ganaselall's "academic interest is more in agriculture than human issues," after citing her academic background in sociology and anthropology, agriculture and rural extension studies.

Ganaselall has a joint M.Sc. in rural extension studies and rural planning and development. Rural extension studies is a field of inquiry historically based in sharing knowledge among farmers and home economists. But its scope has become increasingly diversified and broad to better respond to the changing needs of today's society.

In the book *Philosophical Foundations of Extension*, edited by Prof. Don Blackburn of the OAC dean's office, extension is described as "a system of non-formal education. As such, it is a field of professional education practice aimed at . . . teaching people in their own context and life situations how to identify and assess their own needs and problems . . . helping them acquire the knowledge and skills required to cope effectively with those needs and problems . . . and inspiring them to action."

In addition, rural extension studies is interdisciplinary in nature, involving elements of sociology and anthropology, communication, political studies, community development, social work and psychology. In summary, extension education is human resource development.

The University School of Rural Planning and Development is guided by a similar mandate in which planners seek to realize the full potential of human capacity through effective planning.

In earning her M.Sc., Ganaselall was granted distinction for her excellent understanding of the theory and practice of human resource development. It is in the spirit of enablement that she now channels her enthusiasm and considerable ability to promoting effective human relations at U of G.

We hope this letter clarifies some of the misconceptions voiced by Kratochvil in regard to Ganaselall's understanding of human issues.

Doug Pletsch, Hilary Sullivan, Suman Garcha, Don Richardson, Elizabeth Cockburn, Melanie De Souza, Harry Cummings, Lance Sherk, Glen Filson and Kurt Liebe,
Department of Rural Extension Studies and University School of Rural Planning and Development

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Canadian winters take some getting used to for international students and their families, but getting together to share experiences can help make things

easier. From left are Mastineh Modiri and her daughter, Delaram, of Iran, Hartin Kasim of Indonesia and Marcela Pereira of Brazil.

Photo by Sherry MacKay, Office of Research

International wives link up locally

by Sherry MacKay
Office of Research

Imagine moving to another country. Now imagine that you have small children, that you're not used to the climate in your new country, that you're not completely versed in the native language and that you're financially strapped because you're living on student wages.

This is the picture that faces many wives of international students. To help brighten that picture, an informal group called Wives of International Students was created last November. The group's goal is to help the women make friends and gain support, to enrich their experience in Canada.

"Although we are all from different countries and backgrounds, we face similar challenges living in Canada," says Verena Kulak, a native of Guatemala. "The meetings have been a place for me to start new friendships, which now extend outside of the meetings."

Some of the other countries and regions represented in the group are Indonesia, Iran, Israel, Switzerland, Japan, Brazil, Lesotho and Tanzania.

The group was initiated by Christa Fischer, a retired technician from the Department of Environmental Biology, and Sherry MacKay of the Office of Research, a graduate of the Department of Sociology and Anthropology.

"Over 40 years ago, I came to Canada from Germany with my husband, who was a veterinarian," says Fischer. "I can understand and emphasize with what these women are going

through. Moreover, this is giving me a great chance to meet women from around the world."

The meetings — held every other Wednesday at 7 p.m. in the community room of the new married students' residence off College Avenue — provide a relaxed atmosphere where the women can get together and talk freely.

"I don't live in residence, so for me, it is even more difficult to meet people — especially in the winter," says Toko Masilo, who

hails from Lesotho. "The meetings are such a great opportunity for me to talk with other women and have a night to myself."

Upcoming events planned by the group include Easter egg painting, an African night, yoga instruction, learning new recipes from around the world and guest speakers.

For more information, call Fischer at 821-1736 or MacKay at 823-8562. □

International Women's Day celebrations planned

International Women's Day is March 8, and you can help celebrate during the week of March 5 to 11 with events on campus and in the community.

On March 5, the noon-hour concert in the University Centre courtyard features the Wasabi Daiko Drummers.

Two workshops run concurrently March 8 at noon. "Anti-Racist Feminism" is in UC 441; "Women in the Entertainment Industry" is at the Women's Resource Centre in UC 107. At 8 p.m. at the Loft on Carden Street, the Latin-American Solidarity Group holds an International Women's Day celebration. Admission is \$5, with Latin American food and music provided.

The theatre troupe Crisis Chameleons, a group of women's shelter workers, performs at the Loft March 9 at 8 p.m. Admission is a \$2 donation to the International Wo-

men's Day Fund, which is being used to sponsor events.

On March 10, the noon-hour concert in the UC courtyard features singer Lynn Miles. Gloria Steinem lectures to a sold-out crowd in Peter Clark Hall that evening.

On March 11, a workshop on "Deconstructing White Supremacy and Feminism" begins at noon in UC 442, and "Women with Learning Disabilities" is the topic at the same time in UC 444.

The International Women's Day program was organized by University and community groups, including the Central Student Association (CSA), Guelph-Wellington Women in Crisis and the Guelph International Resource Centre.

Event co-ordinator is Stephanie van Egmond, the women's commissioner for the CSA. □

Revised harassment policy gets B of G nod

by Roberta Franchuk
University Communications

Amendments to U of G's sexual harassment policy were approved by Board of Governors Feb. 25. Now titled the sexual and gender harassment policy and procedures, it was accompanied by a commitment to educate the University community on the implications of the changes.

The original sexual harassment policy was approved by B of G in October 1989. Following the annual report of the President's Advisory Committee on Sexual Harassment, amendments to the policy were proposed in September 1992. When concerns were voiced by members of various campus groups over some aspects of the amendments and the speed of the process, the board returned the policy to the administration for further review.

All academic and administrative units and employee and student groups were contacted. After soliciting comments from these units and discussing the proposals with Senate, the Joint Faculty Policy Committee (JFPC), the Faculty Association Council, the VP Administrative Council, the Faculty Association executive and other groups, a Policy Review Task Group met to work out changes in the proposals.

Changes made to the policy amendments as a result of the consultations have created a "stronger, more effective policy," says Brian Sullivan, associate vice-president for student affairs, who co-ordinated the consultations and package of revisions.

Legal opinion

Along with the proposed policy amendments, the board received for information a legal opinion and an outline of the procedures used to hear a formal complaint.

Major changes to the policy are:

- Gender harassment offences are now included. Overall support for this was strong, says Sullivan, and the amended policy outlines some examples of sexual and gender harassment. These include "demeaning or belittling remarks about the sex or body of an individual or group" and "the display in University areas of pictures, graffiti or materials which denigrate one of the sexes."
- "Unwanted sexual activity of a physical nature, including intercourse," has been added as a type of harassment. Assaultive offences are now covered as the most extreme cases on the continuum of harassment and can be dealt with by U of G under its own non-criminal policies at the request of a complainant.
- Harassment on the basis of sexual orientation is included as an offence.
- Visual and written forms of harassment are now covered under the policy, along with the older categories of physical and verbal harassment.
- The requirement that harassment must be persistent to qualify has been removed.
- The policy has been clarified to show that it is not intended to restrict academic freedom as defined in U of G's faculty policies. This section was adopted word for word from a

recommendation by the JFPC.

- The deadline for filing a complaint has been extended from three months to 12.
- In cases where a formal hearing has been requested, the makeup of the hearing panel will now include one member from the complainant's constituency group and one from the respondent's. These members-at-large will be chosen on the basis of recommendations from the constituency groups. The complainant and respondent will both have the opportunity to review the makeup of the hearing panel before the hearing to avoid possible conflict-of-interest situations.

Can of worms

On the advice of legal counsel, B of G eliminated proposed examples of what is not sexual or gender harassment from the definition.

Although there was strong support in the University community for including positive examples, board member Maureen Sabia argued that this would be "opening a can of worms."

She suggested the examples be included in the educational material used on campus, which the board agreed to do.

Sabia also expressed overall opposition to the amended policy, especially removal of the requirement that harassment be persistent. "I find the fundamental breadth of the definition to be very scary," she said. "It could lead to an enormous amount of work on frivolous complaints."

She also disagreed with extending the time frame for filing complaints, saying it would cast doubts on the seriousness of the charges.

Prof. Pat Gentry, Biomedical Sciences, said the time extension would allow students to complete course or degree work before moving ahead with complaints. Sullivan said the proposed timing was consistent with that of other universities.

Other aspects of the policy are still being debated. The advisory committee is looking, for example, at supplying the sexual harassment advisers with more investigative powers, a suggestion also included in the legal opinion.

Not cast in stone

"The policy is not cast in stone nor meant to be static," said acting B of G chair Solette Gelberg. "There will be changes and amendments in the future."

One suggestion not included in the final set of amendments was a provision for third-party complaints. This was dropped after a significant number of people expressed concern during consultations over the details of the process, said Sullivan.

The policy was also expanded to allow the appointment of a third part-time sexual harassment adviser.

The committee is now discussing the skills and experience the adviser will need, said Sullivan, and a search will proceed from there. □

Compensation coverage aids students

The few Guelph co-op students who are not paid during their work terms are now assured they will at least be covered by workers' compensation benefits.

The Ontario government recently announced it will pay the full cost of workers' compensation premiums to protect unpaid trainees in case of workplace accidents. It made the announcement after concern arose over a policy proposal from the Workers' Compensation Board (WCB) that would make employers responsible for compensation coverage for on-the-job accidents that happen to unpaid trainees.

Some hospitals and other employers cancelled student training programs because of the extra cost.

Of the 775 U of G co-op students who find work placements every year, fewer than 20 take non-paying trainee positions, says Lloyd Ross, acting associate director of Career Services. The coverage will help those students, he says. "They will go out to work in a more comfortable position."

Most co-op students find paid positions where the employer automatically pays WCB premiums, says Ross. The University gives students medical coverage during their work terms.

The new coverage is already in place and will cost an estimated \$1.5 million. It is not expected to come out of base funding, says Pat Adams of the Council of Ontario Universities. □

Board votes to cut surplus cushion in pension plans

by Martha Tancock
University Communications

Board of Governors voted Feb. 25 to reduce the surplus cushion in U of G's pension plans in light of stricter Revenue Canada rules on surplus funds and increased investment activity by the University.

"There is more than sufficient money to cover the plans," said John Morrison, chair of the board's Pensions and Benefits Committee. "In my judgment, these plans are sound," he said, commenting on a recent actuarial review.

The review measured the plan assets to ensure that there are enough funds to protect benefits and that the level of contributions by employees and the University were sufficient to enable the plans to continue, Morrison said.

Instead of maintaining a surplus of two times the value of benefits being paid out, the University will now sustain a level of 1.5 times normal actuarial costs (current

value of pension benefits). This means fewer assets will be held in reserve, said Towers Perrin actuary Bruce Near. In a bad investment year, the University may have to pay more into the funds, he said.

In addition to Revenue Canada's ceiling on surplus, other factors have changed, including the way the funds are governed. As a result, the pension committee has revised its actuarial assumptions, used to make long-term (10 to 20 years) projections.

Actuaries are, for example, projecting a four-per-cent annual inflation rate — down from five — and a four- to 4.5-per-cent annual salary increase. Near said he expects these assumptions will be valid for four to five years.

He noted that there are enough resources in the pension funds to cover the future pension needs of baby boomers, that demographic bulge that will put increased demands on pension funds in 15 to 20 years.

Reform on agenda

B of G's Pension and Benefits Committee expects to present its plan of action for pension reform this month, as outlined in the Presidential Task Force on Pensions report last June.

The committee is "comfortable" with proposed changes to its membership to include more University employees, said chair John Morrison. But "we are concerned that control remain with members who have not got a conflict of interest," he said.

The committee has been working with the Pensions Reform Implementation Group struck in September to recommend ways to implement the task force recommendations.

Morrison said full inflation protection is the ultimate goal of pension reform, but it could be expensive. Another priority is improving early-retirement provisions.

Budget countdown

U of G's 1993/94 provincial operating budget will be presented by the Senate Committee on University Planning to Senate April 20 for information and comment. B of G's Finance Committee will then present it to the full board for approval April 22.

Safety under review

Several reviews involving shipping, storage and monitoring of hazardous materials on campus were initiated last year, John Campbell, manager of environmental health and safety, told B of G in his annual report.

In addition, the pathology incinerator, closed in 1991 because of environmental concerns, will

be retrofitted by April, Campbell said.

Because of the sensitive nature of environmental health and safety, board member Maureen Sabia asked for reports more often than once a year and recommended they be tabled with the board's Audit Committee.

For the second time in two years, U of G is reviewing its practices of shipping hazardous materials, said Campbell. This review was prompted after the U.S. Department of Transport told the University it was investigating improper labelling of a package containing a hazardous substance sent by a graduate student.

"The incident did not cause injury, but it did constitute a violation" of the Hazardous Materials Transportation Act, Campbell said.

Garbage disposal to the municipal landfill site is also under review, he said. This was prompted after city landfill workers found a box of animal blood tubes. The city gave notice of penalties, including cutting off access to the landfill site, but subsequent discussions led to the University redesigning segregation and packaging procedures for some waste products, said Campbell.

Shipments of hazardous wastes dropped by almost 4,000 kilograms or 10 per cent this year compared with 1991, he said. Costs also fell because of increased industry competition.

Campbell said the University has increased its scrutiny of how contracted carriers transfer and dispose of hazardous wastes they collect from campus.

U of G is developing a long-term

strategy for monitoring the aging of transformers, he said. It upgraded inspection protocols and repaired several transformers after an external audit of the 33 on-campus PCB-filled electrical transformers last September.

Safety committees in academic departments are being asked to participate in routine radiation safety audits after the Atomic Energy Control Board found 20 labs on campus with regulation violations, said Campbell. These were corrected, and the regulatory agency renewed licences to use radioactive materials for teaching and research.

In a report on occupational health and safety, Campbell said two people had broken limbs after falling on ice-covered surfaces on campus since last March. The Ministry of Labor investigated these incidents as critical injuries but issued no orders, he said.

A question of liability

Concerned about their liability in environmental health and safety matters, B of G members asked administrative vice-president Charles Ferguson to review the University's current insurance for the board's March meeting.

Ferguson presented a commissioned legal opinion about the adequacy of current protection and said a frequent reporting mechanism in place would help ensure that board members discharge their responsibility adequately. He said he is finding out what liability-protection measures other universities are taking. And he suggested the board's Audit Committee review any forthcoming report before it is presented to the full board. □

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Clarification

The Feb. 24 issue of *At Guelph* contained an outdated list of members of the Academic Restructuring Committee.

Chaired by Prof. Leonard Conolly, acting academic vice-president, the committee consists of Prof. Michael Keefer, English; graduate student Robin Hicks; undergraduate student Chris Parent; U of G graduate Jan Partlow; Prof. Joseph Tindale, Family Studies; Wayne Marsh of the Office of Research; Prof. Nigel Bunce, Chemistry and Biochemistry; Prof. John Leatherland, Zoology; Prof. Bryan McKersie, Crop Science; Prof. Brian Eam, Psychology; Prof. Stewart Hills, Land Resource Science; and Prof. Pat Gentry, Biomedical Sciences. □

U.S. education council seeks top Canadian prof

The Washington-based Council for Advancement and Support of Education is seeking nominations for its Canadian Professor of the Year award.

Established in 1985, the award salutes extraordinary commitment to teaching as well as service to an institution and the teaching profession. Nominees must have a balance of achievement in teaching, scholarship and service.

Nominations must include evidence of impact on and involvement with undergraduate

students, as well as achievement by former students. They should also be strongly supported by current and former students.

Prof. Terry Gillespie, Land Resource Science, became the first U of G professor to win the award when he was honored in 1991.

Nominations should be submitted by March 15 to Prof. Leonard Conolly, acting academic vice-president, on Level 4 of the University Centre. □

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Research report



OVC researcher Jean-Pierre Vaillancourt uses a fibre-optic spectrophotometer probe to study changes in skin color in poultry. Photo by Sherry MacKay, Office of Research

Is poultry inspection overzealous?

by Andres Kahar
Office of Research

There's an intrinsic link between poultry meat quality and meat color... isn't there? Meat inspectors think so, but in some cases, OVC researcher Jean-Pierre Vaillancourt isn't so sure.

Vaillancourt, a member of the Department of Population Medicine, is researching a condition called cyanosis. Essentially, it's when a poultry carcass changes color to reddish blue.

There's no evidence that cyanosis spoils meat, but in 1991, 54,000 turkey carcasses (and more than 830,000 chickens) were condemned in Canada for the syndrome and discarded. In fact, cyanosis is one of the top five reasons for turkey carcass condemnation.

"I wonder if our concern for public health is perhaps manifesting itself in an overcautiousness that ends up hurting the Canadian turkey industry, without provid-

ing extra protection for the public," says Vaillancourt.

A lack of understanding about cyanosis and an urgent need for answers has set the stage for his research. He wants to know whether Canadian guidelines that require cyanotic turkeys to be discarded reflect a legitimate public health concern or whether they're just a big waste of meat and money.

"I'm not opposed to tough inspection laws," he says, "but producers and processors are the ones who pay when so many birds are condemned."

Who should pay?

Just who should bear the cost of cyanosis is debatable. Producers claim the condition is caused during transport and slaughter, not on the farm.

Processors maintain that because there is no proven cause of cyanosis nor evidence that it ruins meat, they shouldn't have to pay for turkeys that wind up condemned.

Vaillancourt is helping shed some light on the problem. Through his research, he has made two important discoveries:

- The temperature on the day of shipping plays a role in the onset of cyanosis in turkeys. Because cyanosis appears in the skin of the bird, prolonged exposure to cold during transport may be involved.
- The bigger the birds, the more likely they will be cyanotic. Vaillancourt likens turkeys to Formula One race cars in that they are "high-performance birds" that grow fast and develop a great muscle mass. He says recent research on turkeys' cardiovascular systems reveals that they struggle to keep up with their own rapid growth.

Vaillancourt's first aim was to investigate cyanotic birds using Agriculture Canada inspection methods, which involve examining carcasses under a standardized light. He studied the turkeys with a fibre-optic spectrophotometer probe co-developed by Prof. Howard Swatland of the departments of Food Science and Animal and Poultry Science.

The probe can differentiate color shades in the skin and meat of cyanotic and federally approved turkeys, and helps meat scientists judge muscle more scientifically and objectively.

Vaillancourt found no difference in meat color between the birds in the two groups, but did detect a difference in skin color. In cyanotic birds, there seemed to be more haemoglobin at the skin surface.

He performed detailed post-mortems on cyanotic and control turkeys, hoping to discover lesions or signs that the inspectors had missed along the inspection line that would explain the cause of cyanosis. He discovered that eight of the 186 carcasses he examined had airsacculitis — a disease in which bacteria grow in the bird's air sacs. This disease is a major cause of condemnation.

But almost 98 per cent of the discarded cyanotic birds had no such bacterial infections, indicating that cyanosis is probably a non-infectious problem and that discarded cyanotic birds are being condemned only because of a different skin color.

"There seems to be sufficient evidence to revise this category that discards cyanotic birds," says Vaillancourt.

"I understand that Agriculture Canada cannot simply eliminate this category, but maybe something else could be done with the meat, like putting it through for further processing into sausages or hot dogs."

He wonders whether regulations like this are putting the Canadian turkey industry at a disadvantage competitively.

"In the context of the North American Free Trade Agreement and the international General Agreement on Tariffs and Trade, it is imperative that Canada be on an equal footing with everyone else," he says.

This research was funded by the Canadian Turkey Marketing Agency, in co-operation with Agriculture Canada and turkey producers across southern Ontario, both of whom supplied Vaillancourt with equipment, access to data and consultation. □

Study explores value of respite programs for caregiver burnout

by Carolanne Graham
Office of Research

Are respite programs a possible solution to caregiver burnout? That's what two researchers in the Gerontology Research Centre are trying to find out.

In aging societies like North America's, family caregivers — wives, husbands, daughters, sons and other relatives who assume care for an older person — are playing a growing role in the delivery of health care. It can be an exhausting undertaking, especially for those looking after relatives with conditions such as Alzheimer's disease, where constant monitoring is often required.

Postdoctoral fellow Monique Gignac and psychology professor Benjamin Gottlieb, acting director of the research centre, believe respite-care programs, which offer caregivers a break from their responsibilities, may alleviate their mental and physical exhaustion. The researchers are involved in a three-year study to document and evaluate the role that respite programs based in day centres serve in the continuum of long-term care.

Temporary relief

By allowing a relative to spend part of the day out of the home, respite programs may provide caregivers with temporary relief from chronic stress. The symptoms of a condition like Alzheimer's disease require that caregivers "develop methods of coping with the

emotional stress, particularly when these symptoms occur on a daily basis," says Gottlieb. Most caregivers don't turn to respite care until their situation has seriously deteriorated, he says.

Feel uncomfortable

The researchers have noted that feelings of loyalty and responsibility to a loved one make most caregivers feel uncomfortable about shifting their obligations to a respite centre. Respite programs are often a final attempt to preserve emotional strength and still stay involved with the relative.

Gottlieb and Gignac also found that institutionalization may closely follow enrolment in a respite program. They believe that if introduced earlier, respite care might alleviate or delay the burnout that forces caregivers to institutionalize those in their care.

To gather information for the study, the researchers are interviewing caregivers before their relative enters a respite program and again five months after enrolment.

Some 75 family caregivers are participating in the study in 30 day centres across Ontario. Gottlieb and Gignac anticipate involving a total of 100 caregivers. They hope their findings will be used to improve policy decisions about the long-term care of people with Alzheimer's disease and their caregivers.

This research is supported by Health and Welfare Canada. □

Awards

Prof. Elizabeth Gullett, Food Science, received \$123,832 from OMAF Red Meat II for "Evaluation of Tender, Lean Consistent (TLC) Beef."

The Potash and Phosphate Institute has awarded \$7,000 to Prof. Gary Kachanoski, Land Resource Science, for "Field-Scale Fertilizer Recommendations and Spatial Variability."

Prof. Larry Martin of the George Morris Centre received \$46,900 from Agriculture Canada for the project "Alternative Business Linkages: The Case of the Poultry Sector."

OVC's Pet Trust Fund awarded \$2,000 to Prof. Karol Mathews, Clinical Studies, for an "Assessment of Ventilation and Analgesia Following Oxy-morphone or Morphine Administration to Dogs" and \$5,000 to Prof. Alan Meek, Population Medicine, for his work on "Owner Grieving Following Companion Animal Death."

Prof. Wayne McDonell, Department of Clinical Studies, received \$9,983 from Boehringer Ingelheim Canada Inc. for "An Investigation of the Efficacy and Safety of Romifidine (Sedivet) When Used for Sedation or

Premedication in the Horse."

Prof. Kelly Meckling-Gill, Nutritional Sciences, was awarded \$100,055 (U.S.) from the American Institute for Cancer Research to study "Regulation of Nucleoside Transport and Drug Toxicity by Polyunsaturated Fatty Acids."

The Canadian Diabetes Association has awarded \$49,319 to Prof. Eva Nagy, Nutritional Sciences, to study the "Role of G Proteins in the Diabetogenic Effect of Ethanol."

Prof. Bill Smith, Mathematics and Statistics, received \$7,152 from NATO's collaborative research grants program for his "Integral Equations Studies of Simple and Molecular Fluids at Solid Interfaces."

Prof. Jean Turner, Family Studies, was awarded \$1,200 by the Rural Women's Shelter Program in Guelph for the project "Cycle of Violence Intervention."

The Nutricia Research Foundation awarded \$18,500 to Prof. Bill Woodward, Nutritional Sciences, for "Surface Marker Analysis of Lymphocyte Subsets in Weanling Protein-Energy Malnutrition." □

Shastri, CIDA fund research

The Shastri Indo-Canadian Institute is accepting applications under a new program of collaborative research funded by the Canadian International Development Agency. The institute's mandate covers social sciences and humanities, including management and law.

Research projects focusing on development and the environment, women in development, economic growth and business development, society, science and technology, and demography and development will be eligible for funding. Letters of intent must be received by the institute by March 31. Detailed guidelines are available from the Office of Research.

The institute also offers fellowships for research, studying and language training in India in the humanities, social sciences and performing arts. Deadline for applications is June 22. □

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Brown 9 x 12 interoffice envelopes. Send to University Communications on Level 4 of the University Centre.

Classifieds is a free service available to U of G staff, faculty, students and alumni. Items must be submitted in writing by Thursday at noon to Linda Graham on UC Level 4. For more information, call Ext. 6581.

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PARIS SEMESTER 1994

The Paris semester is a broad-based program of studies which takes place during the winter semester. Taking full advantage of the rich cultural heritage of Paris, it welcomes students from all degree programs given at Guelph, providing they are in semester three or higher. Courses taught in English are given by Guelph's co-ordinator and university professors located in Paris. One course may be taken by correspondence. Topics proposed for 1994 include *Film in Paris*, *Foodways in France*, *French Music in the European Context*, *The Many Faces of Paris* and *French for the Streets of Paris*. Students live with families or in residence at the Cité Universitaire in the south of Paris and are supervised by a faculty member from Guelph. The Paris Semester provides an extraordinary opportunity to follow an academic program which draws on the vast historical, social and scientific resources of one of the world's great centers of civilization.

Students interested in applying for the 1994 semester are invited to an information meeting on

**Wednesday March 10
at 7:30 pm in Room 115
MacKinnon Building**

Professor Ramon Hathorn, the co-ordinator for 1994, will provide further details, application forms and answer questions. He may be reached at Ext. 8789 or 3884 or in Rm 258 MacKinnon during office hours.

Alumni House news

Lecture series targets agri-food sector

Is "doing the right thing" enough to succeed in business? That's the question Gary Fread, vice-president and chief technical officer of Campbell Soup Company Ltd., will try to answer when he kicks off the Ken Murray lecture series April 7 at 8 p.m. in Room 102 of the MacLachlan Building.

Presented by the George Morris Centre in co-operation with the Department of Agricultural Economics and Business, the lecture will focus on Fread's philosophy of managing cultural change.

Prof. Larry Martin, research chair of the centre, says Fread is

"acutely aware of the tensions that exist when managing business, people and the environment in a changing society. His success is due in part because he practises managing by what he calls 'doing the right things.'"

The lecture series, aimed at bringing new ideas for managing change to the agri-food sector, is sponsored by long-time OAC and U of G supporter Ken Murray.

Since graduating from OAC in 1950, Murray has served as chair of Board of Governors, has been a fund-raising leader and volunteer and is currently chair of the Heritage Fund Enhancement Committee. He also funds a graduate fellowship in OAC.

In 1987, Murray was named U of G's Alumnus of Honor for his dedication to the University and his success as president of J.M. Schneider Ltd. in Kitchener.

He believes the new lecture series will "illustrate the need for the co-existence of our social and environmental responsibilities within an entrepreneurial, competitive and progressive economic system." □

Around town

Red Cross clinic

This month's regular blood donor clinic will be held March 11 from 2 to 8 p.m. at the Guelph Police Station on Fountain Street. An unrelated bone marrow information night will be held March 23 at 7 p.m. at St. George's Church, 99 Woolwich St.

Renaissance Singers

The Renaissance Singers of Kitchener-Waterloo rejoice in voice and verse March 6 at 8 p.m. at St. Andrew's Presbyterian Church in Kitchener. The program features soprano Margaret Elligson-Hull, mezzo-soprano

Carol Ann Feldstein, tenor Darryl Edwards and baritone Daniel Lichti, with Douglas Haas on organ. Tickets are \$12 for adults, \$9 for students and seniors, and are available at the Waterloo Showtime box office at 747-8765 or at the door.

Little Theatre

Noises Off! by Michael Frayn finishes its run at the Guelph Little Theatre this weekend. Performances are March 4, 5 and 6 at 8 p.m. Tickets are \$10 for adults and \$7.50 for seniors for the Thursday performance only. □

Sports shorts

No break for Gryphon finalists

by Christine East
Department of Athletics

While many students were away playing in the snow or sand last week, three Gryphon teams were working hard at the OUAA and OWIAA finals.

The men's swimming team dove into the OUAA finals in Ottawa and took a fourth-place finish.

Steve Sweetnam — this week's male athlete of the week — received a gold medal in the 100-metre butterfly and a silver medal in the four-by-100 freestyle relay.

A third-year human kinetics student, Sweetnam was the top Gryphon point scorer at the meet and will be one of nine Gryphon

swimmers to compete at the CIAU championships in Toronto this month.

Back at U of G, the women's ice hockey team hosted the OWIAA finals and captured the silver medal in a tough 1-0 loss to the University of Toronto. The women put on a great show and opened up many eyes to the competitiveness and high skill level of women's hockey.

At an awards banquet, five members of the Gryphon hockey team were named to the second-team all-stars — Helen Knowles, Cassie Campbell, Liz Duval, Michelle Holmes and this week's Gryphon female athlete of the week, Stephanie Slade.

Goal tender Slade is in her first year of the B.Comm. program, so the team will be able to benefit from her skills for several years to come.

The third team involved in OUAA/OWIAA finals last week was the ski team, which finished seventh in a field of 10 at the Nordic skiing finals. Team member Dave Adams was named an all-star.

Congratulations to all our Gryphon athletes on their outstanding performances. □

Residence staff, students gather

More than 225 students and staff members from colleges and universities in Quebec and Ontario came to U of G last month for the 13th annual Residence Life Conference.

Designed for student and staff residence assistants, the conference offered workshops and presentations aimed at revitalizing morale and providing innovative programming ideas.

Keynote speaker was Chancellor Lincoln Alexander, who discussed the importance of volunteerism, pride in being Canadian and the need for improved race relations around the world. □

Our people

Prof. Bill Smith, Mathematics and Statistics, spoke at the annual meeting of the American Institute of Chemical Engineers in Miami Beach on "Application of Equilibrium Constraints to Solubility Problems in Treating Aqueous Process Effluents."

Profs. Ramesh Rudra and Trevor Dickinson, Engineering, presented a paper on "Non-Point Source Pollution Research at Guelph" to the American Society of Agricultural Engineers in Nashville. They also spoke on "Management and Monitoring of Non-Point Source Pollution" at the International Agricultural Engineering Conference in Bangkok. The paper was co-authored by D.N. Sharma and S.P. Singh. At the same conference, Prof. Walter Bilenski, Engineering, spoke on "Standardizing the Testing of Mechanical Properties of Cereals and Forages." □

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Calendar

Thursday, March 4

Pathology Graduate Seminar - Louise Langlais-Burgess introduces the results of a "Retrospective Study on Concurrent Hypoadrenocorticism and Hypoalbuminemia in 15 Dogs" at 11:10 a.m. in Pathology 2152.

Concert - The free noon-hour concert features Douglas Boyd on oboe and Stephanie Sebastian on piano. Performances are at 12:10 and 1:10 p.m. in MacKinnon 107. Admission is free.

Workshop - International Education Services (IES) is holding a workshop to answer questions about work and study abroad. The free one-hour session begins at 1 p.m. in UC 335. To register, call Ext. 6918 or visit IES on UC Level 4.

Arboretum - "The Art and Practice of Pruning" teaches easy and correct pruning techniques. The hands-on workshop runs from 1 to 4 p.m. Registration is \$25. Call Ext. 2113 for information or to register.

Women in Universities - A showing of the video *The Chilly Climate for Women in Colleges and Universities* begins at 7:30 p.m. in Johnston Hall 104. A discussion will follow.

Friday, March 5

Symposium - "Punishment" is the topic of an all-day symposium organized by the departments of History and Philosophy. It runs from 10:30 a.m. to 4:30 p.m. in

MacKinnon 114. Special guest speaker is historian Randall MacGowan of the University of Oregon, who will speak on "Civilizing Punishment: The Abolition of Public Execution in England" at 3:10 p.m.

Molecular Biology and Genetics Seminar - "Molecular Genetic Analysis of Seed Development in *Arabidopsis*" is outlined by Peter Court of the University of Toronto at 11 a.m. in Axelrod 028.

Nutritional Sciences Seminar - Konrad Dabrowski of Ohio State University assesses the "Physiological Potential of Ascorbate in Female and Male Fertility of Rainbow Trout" at 11:10 a.m. in Animal Science and Nutrition 141.

Evolution and Systematics Seminar - Desmond Collins of the Royal Ontario Museum examines "The Challenge of the Burgess Shale" at 3:10 p.m. in Animal Science and Nutrition 141.

Current Issues in Agriculture - Tracy Ryan of the Grand River Conservation Authority discusses riparian buffer forests at 3:10 p.m. in Crop Science 117.

Economics Seminar - John Treble of the University of Wales examines the pricing of worker reliability at 3:30 p.m. in MacKinnon 315.

Cultural Variety Night - U of G international students present an evening of cultural presentations, including a fashion show and a performance by a West Indian steel band, at 7 p.m. in War Memorial Hall. Tickets are \$3 at the door, \$5 for couples and \$6 for families.

Saturday, March 6

Arboretum - Maple Syrup Days run today and tomorrow and continue weekends until the end of March. Meet at the nature centre between 9:30 a.m. and 3:30 p.m. The Arboretum hosts a second session of "The Art and Practice of Pruning" from 1 to 4 p.m. Registration is \$25. Call Ext. 2113 for information or to register.

Theatre in the Trees - A dinner theatre production of *The Man Most Likely to...* by Joyce Rayburn continues at the Arboretum Centre. Doors open at 6 p.m., the buffet is at 6:30 p.m. and

the show begins at 8 p.m. Tickets are \$39.50 plus GST and are available at the UC box office, Ext. 4368. For table reservations, call Ext. 2113.

Monday, March 8

Interdepartmental Virology Journal Club - Prof. Peter Dobos, Microbiology, speaks on "Expression of an Autonomous RNA Replicon from a DNA Vector System" at noon in Veterinary Microbiology and Immunology 101.

International Women's Day - "Anti-Racist Feminism" is the topic of a workshop at noon in UC 441.

Women's Resource Centre - Sound technologist Karen Kane describes the role of women in the music industry at noon in UC 107.

Human Biology Seminar - Prof. Richard Staines examines "Cerebral Somatosensory-Evoked Potentials" at 4:10 p.m. in Human Biology 212.

Information Session - Karen Walker of Student Housing Services discusses off-campus living at 6 p.m. in the Off-Campus Housing Office in Maritime Hall.

College Royal Lecture Series - "Help, My Pet is Ruining My Life: A Discussion of Normal/Abnormal Dog and Cat Behavior" is the topic of Clayton MacKay, director of the Veterinary Teaching Hospital, at 7 p.m. in OVC Learning Centre 1713.

Tuesday, March 9

Our World - Members of OPIRG's Speed River cleanup project present a slide show on the ecological history of Guelph's rivers at noon in UC 442.

Physics Colloquium - Melanie Campbell of the University of Waterloo looks at the optics of the human eye at 4 p.m. in MacNaughton 113.

Information Session - Karen Walker of Student Housing Services discusses off-campus living at 6 p.m. in the Lennox-Addington fireplace lounge.

College Royal Lecture Series - Prof. Victor Ujimoto, Sociology and Anthropology, focuses on "Canada-Japan: Comparative Perspectives" at 7 p.m. in OVC Learning Centre 1713.

Wednesday, March 10

Women in Universities - A showing of the video *The Chilly Climate for Women in Colleges and Universities* and a discussion begin at 10 a.m. in UC 333. The event is wheelchair accessible.

Third-Age Learning - TAL-Guelph's winter lecture series for retired people wraps up with a look at sugaring-off time at the Arboretum with environmental interpreters Donna MacWilliam and Chris Earley at 10 a.m. and retired English professor John Bligh on "Neoplatonism and Arianism" at 1:30 p.m. Lectures are at the Arboretum Centre. Admission is \$2.50.

Biochemistry Seminar - "The Characterization of a Protease Secreted by *Pasteurella Haemolytica*" is discussed by Yasmine Shad, Chemistry and Biochemistry, at noon in MacNaughton 222.

Gerontology Seminar - Bonnie Dunnett of the Department of Geography examines "Small-Scale Congregate Housing for the Elderly: The Abbeyfield Example" at noon in UC 429.

Food for Thought - "Landfill: Real Costs and Real Alternatives" is the topic of retired engineering professor Jack Pos at noon in Animal Science and Nutrition 141.

Plant Biology Seminar - Richard Meagher of the University of Georgia talks about the "Historical Contingency and Evolution of the Actin Gene Family in Plants" at 3:30 p.m. in Axelrod 117.

Information Session - Iris Lambert of Student Housing Services discusses off-campus living at 6 p.m. in the Johnston tower lounge.

College Royal Lecture Series - Prof. Henry Bayley, chair of the Department of Nutritional Sciences, explores "Diet and Survival: Homo Sapiens and the Biosphere" at 7 p.m. in OVC Learning Centre 1713.

Thursday, March 11

Pathology Seminar - Graduate student Marco Schito discusses immunity to murine *Eimeria* at 11:10 a.m. in Pathology 2152.

International Women's Day - A workshop on "Deconstructing White Supremacy and Feminism" begins at noon in UC 442. At the same time in UC 444, there will be a discussion of "Women with Learning Disabilities." College Royal Lecture Series - "Canadian Agri-Food Competitiveness" is the topic of "athryn Cooper, executive director of the George Morris Centre, at 7 p.m. in OVC Learning Centre 1713.

Friday, March 12

Economics Seminar - Kathy Segerson of the University of Connecticut examines land transfers on property sales at 3 p.m. in MacKinnon 315.

Worship

A prayerful journey though the book of Exodus, led by Matthew Hart of the Campus Ministry, runs weekly at 4:30 p.m. in the elevator room of MacKinnon Level 6. For more information, call Ext. 2390.

Catholic mass is celebrated Sunday at 10:10 a.m. in Thornbrough 164, Monday and Tuesday at 12:10 p.m. in UC 533 and Thursday and Friday at 8 a.m. in UC 533.

The Open Door Church (Anglican/United/Presbyterian) runs Sunday at 11 a.m. in UC 442.

Midweek - A Time with God provides an opportunity for reflection and meditation Wednesday at 12:10 p.m. in UC 533.

Womanstudy runs Thursdays at noon in UC 335.

The Student Christian Movement meets to discuss politics, society and spirituality Tuesday at noon in UC 335.

The Lutheran Student Movement meets Friday at noon in UC 444.

Notices

Print display

"Still Life for Canada," a collection of prints by Susan Daugherty, can be viewed in the Faculty Club until April 2.

Practice and pedagogy

A selection of works by University of Western Ontario visual arts faculty will be on display in Zavitz Hall March 28 to April 16. The exhibit is part of a collaboration between the fine art departments at Guelph and Western to explore the relationship between the studio and teaching practices.

Scottish colloquium

The Scottish studies program will hold a colloquium on "Soots in a New Scotland" March 13 in Room 117 of the MacKinnon Building. Guest speakers include Alan McNeil of the University of British Columbia on Scottish settlement in colonial Nova Scotia and Phyllis Wagg of Dalhousie University on tracing Scottish roots. Prof. Liz Ewan, History, will give a slide presentation on "The Rebirth of the Hector." Admission is \$22 general, \$18 for seniors and free for students. Registration begins at 9:30 a.m.

Hit the slopes

Alumni Ski Day at Horseshoe Resort is March 15. The day features discounted lift tickets and lessons, a barbecue and apres ski party, races, cross-country skiing and free skiing for kids. For more information, call Ext. 6963.

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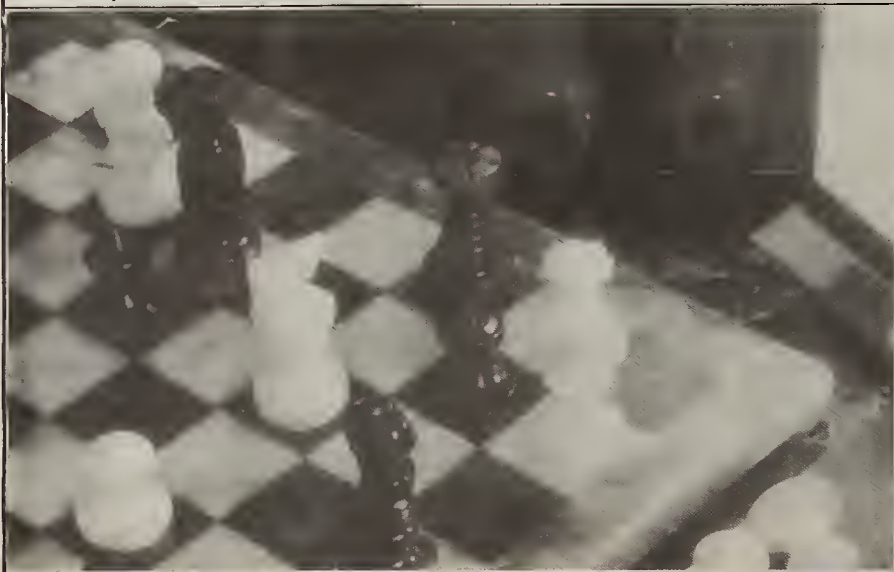
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Volume 37 Number 9

March 10, 1993

Retirement village site construction could begin in fall

Site construction of the Village by the Arboretum retirement community could begin as early as this fall, says John Armstrong, director of the Real Estate Division.

Board of Governors gave approval Feb. 25 to Phase I of the project, which will consist of 150 homes — about 20 per cent of the total project — on the northwest corner of the property, bordering the Old Stone Estates subdivision. B of G also gave the go ahead to local developer Reid Heritage Homes Ltd. to carry out the project.

"We can be proud of this project," says Armstrong. "It has been planned to benefit the University and the community and is unique in many ways."

The village will be the first such retirement community in Canada within an urban environment and close to a university.

Eventually, the community will feature a range of recreational, social and shopping facilities as well as health services. The overall design will be based on a traditional village setting with tree-lined streets.

"Revenue from the project will add to U of G's Heritage Fund," says Michael McMillan, vice-chair of the fund. "Over time, these funds will help the University reach levels of excellence that might otherwise be impossible."

Created in June 1991, the fund is an endowment that will "provide a continuing and growing source of financial support essential to the health of the institution," says McMillan.

U of G will retain ownership of the land and the right to approve all aspects of design and construction,



tion, but will lease the land to a developer who will be responsible for marketing and construction. Purchasers will own their homes and pay a monthly site-leasing fee, which will be shared by the developer and the University.

Endorsed by city council in November 1991, the project still requires some final zoning and agreement approvals. Site construction could begin this fall, with the first units to be completed by the summer of 1994, says Armstrong. To ensure project viability, construction will not begin until at least 75 units have been sold.

"The concept has been enthusiastically welcomed," he says, "and we are compiling a list of potential purchasers."

Design focus groups are being planned by the developer for April. These groups will allow participants randomly selected from the list to learn more about the project and give their input on the design.

The Village by the Arboretum project has had a long history, beginning in 1987 when B of G first approved the idea of using the Stone Road site for a retirement community. This was followed by a series of approvals, reviews and consultations within the University and the Guelph community.

For sales information or to be placed on the mailing list, call Judy Phillips at 767-5001. □



Food for thought

Nutrition information was on the menu last week at the annual Four Worn Nutrition Fair in the University Centre. Above, an apple (Angela Close) and a carrot (Shawn Penny), dish up some ideas

on healthy eating. (When they're not impersonating produce, Close and Penny are students in the applied human nutrition program in FACS.)

Photo by Maurice Olshi, University Communications

Noon-hour concerts hit by budget cuts

The Concert Management office and the popular Thursday noon-hour concerts are the latest victims of five-year budget cuts across the colleges.

As of May 1, 1994, Concert Management will be dismantled and the unit's two staff members will join the Department of Music. The noon-hour concerts, established in 1967 by Edith and Ralph Kidd, will be renamed and changed substantially.

The \$109,000 budget allocated for Concert Management has been eliminated as part of an overall cut of more than \$1 million to the budget of the College of Arts, says Prof. Leonard Conolly, acting vice-president, academic.

The cut was approved by Board of Governors in 1992.

College of Arts Dean Carole Stewart and Prof. Mary Cyr, chair of the Department of Music, met recently with Conolly to argue strongly for continued support to the unit and its activities. Conolly and Stewart agreed to return \$20,000 to the department from other areas of the college's budget to cover a portion of the salaries of the two staff in the unit.

Cyr says the department will pick up the remaining portion of the salaries of Dudley Gibbs, manager of Concert Management, who will join the department as concert manager on a 10-month continuing limited-term contract, and concert assistant Donna Pollard, who will join the department on a 50-per-cent basis.

Cyr says cuts to the department's budget could have meant abolishment of the concerts. But they have a large and loyal following both on and off campus and are an integral part of the academic program, she says, so the department's faculty committee decided to continue the concerts with some changes.

Beginning this fall, the 10-week concert series will be launched

with a new name. "Thursdays at Noon." The traditional two programs at 12:10 and 1:10 p.m. will be reduced to one at 12:10 p.m. Guest performers will continue to appear, but less frequently, says Cyr. Faculty and staff soloists and ensembles will also be featured in concerts and lectures.

Gibbs says it's unfortunate that the noon-hour concert program has to change. Although Guelph must respond to fiscal realities by identifying new and better ways to do things, the concerts are woven deeply into the cultural fabric of the University, he says. He hopes people who feel strongly about the changes will make their feelings known.

Conolly says he, too, regrets the cuts, but he welcomes the new opportunities for Guelph faculty and students to perform for the University and local community in an established concert format.

"The important thing," says Cyr, "is that the concerts are to continue and that faculty and staff will still have opportunities to meet performers and also to perform." The challenge ahead is to find new ways to seek public support, she says. The department will be exploring options in this area in the coming year. □

Inside:

Welcome to College Royal open house!

Proposed lab schools closure has parents up in arms 3

Olympics committee urged to ban caffeine 5

Mastering the martial arts 8

UNIVERSITY OF GUELPH

CUPE accepts one per cent

The Canadian Union of Public Employees, Local 1334, signed a one-year contract last week for a one-per-cent pay increase in 1992/93.

Technicians, maintenance and housekeeping staff in the 380-member union also voted for changes to parental leave, vacation and paid holiday scheduling. The one-per-cent increase is

retroactive to May 1, 1992. The contract expires April 30, 1993.

"We feel it's a fair settlement that recognizes the needs of employees, current economic conditions and the University's financial position," said Stu Brennan, manager of employee relations. As of press time Monday, Local 1334 president Don Gruber could not be reached for comment. □

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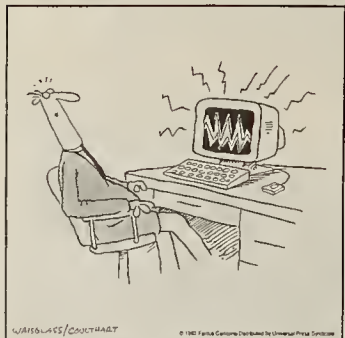


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A career survey of the photographic works of Prof. Suzy Lake, Fine Art, opens April 23 at the Canadian Museum of Contemporary Photography in Ottawa.

Prof. Merwan Engineer, Economics, presented a paper on "Banking Panics and Deposit Insurance" at Wilfrid Laurier University and Trent University.

The Central Animal-Care Facility recently honored its outstanding volunteers. Recognized for their commitment to their animals were Wes Benn, Darya Boland, Hope Clarke, Debra

Tallan, Ron Fromstein, Sandra Hluskiw, Steve Seifried, Jeff Lightfoot, Stephanie Reedy, Diane Duncan, Paul Sandusky, Malia Perry, Ariane Schaefer and Matthew Shany.

Lorene Bourgeois, a sessional instructor in the Department of Fine Art, has a solo exhibition at Galerie Lambert Roulard in Paris and is included in an exhibition of six Canadian artists at Artists' Union Hall in St. Petersburg in Russia.

The Art Gallery of Ontario exhibit "Artists with Their Work Program" includes a work by Prof. Ron Shuebrook, chair of the Department of Fine Art.

John Vieira, manager of U of G's Business Consulting Service, was part of a Guelph Chamber of Commerce team that recently published a revised and enlarged *Guelph Business Guide*.

U of G alumnus and honorary degree recipient Roberta Bondar has been named a distinguished fellow of the McMaster faculty of health sciences.

Prof. Bill James, Engineering, has given professional workshops on SWMM4.2 and XP-EXTRAN — an advanced expert system design environment for urban drainage systems — in Australia, Florida, Michigan, Toronto and Edmonton. He also spoke recently on "Weather Radar Urban Surface Water Pollution and Intelligent Drains" at Clarkson University in Potsdam, N.Y., and the University of Toronto's Aerospace Studies Institute. □

Writer/photographer
joins At Guelph

Maurice Oishi, a 1992 PhD graduate of U of G's botany program who went on to study journalism at the University of California, Berkeley, has joined University Communications as staff writer and photographer for *At Guelph*. He can be reached at Ext. 2592. □

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Letters to the editor

Higher education no guarantee of fairness, justice

What academic, moral, human and philosophical reason is there to appoint a human rights adviser, Eva Kratochvil asks in the Feb. 24 issue of *At Guelph*.

Racial discrimination is not barred from entering the University's front gate just because of our reputation as a place of enlightenment. Intellectual activity is not a guarantee of fair play, justice and truth.

Higher education in and of itself is no guarantee that individuals

(even Canadians) will react with compassion, integrity and a sense of fair play. Formal recognition of the value of racial tolerance and justice is a pivotal step in the development of this institution.

Kratochvil suggests that the human rights adviser is unqualified because she is "only" an "agricultural expert" and is therefore not qualified to hold the position. She considers the appointment a politically correct gesture. But her knowledge of the

graduate program in rural extension studies is inadequate and out of date. Rural extension studies is an interdisciplinary program that fosters a global perspective on complex social issues. Students have an opportunity to recognize the value and urgency of confronting human injustice in every domain.

Politically correct or not, a significant step has been taken.

Betty-Ann Deshpande
Rural Extension Studies

Job of human rights adviser went to best candidate

I am both anguished and angered by the letter from Eva Kratochvil in the Feb. 24 issue of *At Guelph*. I find it highly offensive and racist in tone.

The letter seems to imply that being a "landed immigrant from Trinidad" somehow disqualifies a person from becoming a human rights adviser at U of G (or anywhere else for that matter.)

Human rights are a social issue, so a degree in sociology and anthropology is certainly a relevant qualification. Critics should realize that there are no degree programs in human rights that can be taken to qualify for the position of human rights adviser.

Kratochvil claims that she has encountered a few racial slurs, but did not feel offended or embittered by them. If she did not, that

is her problem. It seems to me that anyone with an iota of self-esteem would feel offended by slurs of any kind.

The only point I agree with her on is that Canadians are indeed a tolerant and polite people. This is precisely why they are addressing the issues of employment equity, human rights, etc.

The letter goes on to suggest that the "elated" position of human rights adviser was offered to the person holding it to fulfil "some politically correct objective like a quota for visible minorities." This is not only offensive, but also absurd beyond words.

After making some inquiries, I learned that the position of human rights adviser was offered to the best-qualified applicant. It wasn't because she is a visible minority

or a landed immigrant or because she comes from Trinidad, but because the selection committee considered her the most suitable candidate.

Finally, I would like to mention that minority groups are not interested in "politically correct" actions. All they want is to level up the playing field, which has often been tilted against them. The goal of employment equity is not to push less-qualified people into jobs, but to level the playing field. The loudest critics of this policy are those who are afraid to compete for a position on the basis of their own qualifications.

Prof. Dilip Banerji
Computing and
Information Science

Let's stop using the words in cigarette brand names

I wholeheartedly agree with Prof. Hugh Whiteley in his Feb. 24 letter to *At Guelph* about the inappropriateness of attaching the du Maurier name to the proposed Guelph civic centre.

As members of an academic community, we must all recognize the power of words to influence behavior, even that of educated, informed and rational adults. But in his analysis of the devious methods by which the tobacco industry strives to deceive and manipulate the public, Whiteley neglects to mention the most deplorable of all — the use of common words in cigarette brand names.

We could lobby the government to prohibit this practice in future, but it would probably be beyond the limits of our legal system to require that tobacco companies change existing brand names. Fortunately, we as educators have

it in our power to counter the efforts of the tobacco industry by simply not using such words and by prohibiting our students from using or reading them.

Phrases such as "craven coward," "major export" and "hockey players" must be banished. Truly proper proper names will have to be coined for Pall Mall, the Duke of Kent and Marlborough House.

We can refer to Britain's wartime prime minister by his surname only and to certain desert ruminants as dromedaries or bactrians. Given the bilingual nature of our country, we will also have to find new terms for "Gallic" and "Gypsy."

This process will not be easy, but if we continue to allow our students to encounter these words and the images of cigarettes they invoke, countless more unfortunate will inevitably be driven to the evils of smoking.

Whiteley quite rightly expresses concern about the influence of the promotional activities of tobacco companies on young people. They are already bombarded with unacceptable words in popular culture that encourage them to take up smoking. Among many examples, the worst is undoubtedly "Puff, the Magic Dragon." Some concern about this song was expressed by no less an intellectual authority than former U.S. vice-president Spiro Agnew.

In this day and age, we certainly can't expect parents to spend enough time with their children, or to provide enough guidance, to overcome such outside influences.

In conclusion, we must all applaud Whiteley for his stand. We have been able to regulate this disgusting, albeit legal, behavior in our citizens. By implementing my modest proposal, we could also define what people are allowed to read and write. All that remains is to find a way to limit what they are allowed to think. Now that would be a perfect world.

Prof. Donald Rieger
Biomedical Sciences

Letters welcome

At Guelph welcomes letters to the editor. They must be signed and should be submitted by Thursday at noon — on disk in WordPerfect if possible. They can also be submitted by electronic mail to behance@exec.admin.uoguelph.ca. For author verification, please provide a telephone or fax number. □

Wayne Marsh
Office of Research

At Guelph

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Parents call forum to discuss proposed lab schools closure

by Martha Tancock
University Communications

Parents concerned about the proposed closure of the Family Studies Laboratory Schools have scheduled an open forum March 29 to air their objections and explore options.

Faculty, alumni, staff and student representatives involved in the issue have been asked to present their views at the forum, which runs from 7 to 9 p.m. in Room 103 of the University Centre.

Organizers plan to reveal the results of a questionnaire circulated to 100 families last month to gauge parents' reaction to a possible closing. They also want to discuss an alternative program for the spring semester and talk about keeping the lab schools open past winter '94.

A discussion paper released in January by the Department of Family Studies and the U of G Child-Care Centre recommends training child studies students at the centre instead of the FACS facilities.

Pilot project

The preschool and toddler lab schools, established in the 1950s and 1970s, would close this spring semester while a pilot project is conducted at the centre with about eight students.

If the project is successful, the lab schools would likely be phased out completely by the spring of 1994.

There is no deadline for deciding the future of the lab schools, says Prof. Joseph Tindale, acting chair of the Department of Family Studies. Any decision will depend on evaluations of the pilot project and the existing lab schools, he says.

"People who are suggesting the demise of the lab schools is around the corner are jumping the gun," he says. "We're definitely running the practicum in the lab schools this fall. We'll carry on as usual until we (make a decision)."

The 30-page discussion paper is under review by the Department of Family Studies ad hoc curriculum review committee chaired by Prof. Bruce Ryan.

The four-person group (three faculty and the lab schools director) has met twice to explore the implications of closing the lab

schools for those enrolled in the practicum, says Ryan. He hopes the committee's response will be discussed by the entire department as an academic matter. He expects the department's response will be presented to the department chair.

Substandard facilities

Reduced funding, substandard facilities and pressures to restructure prompted reassessment of the lab schools, says the paper, prepared by lab schools director Barb Stuart and U of G Child-Care Centre director Judy Myhill at the request of Prof. Donna Woolcott, chair of the Department of Family Studies. (Construction this fall of a new FACS addition may also impinge on the lab schools playground.)

About 35 students look after 115 children in each of the fall and winter semesters at the schools, located in the basement of the FACS Building and in a house at 17 University Ave.

About 85 children enrol in the programs in the spring semester, but only eight students signed up for the spring semester practicum this year. The schools close in the summer. The programs employ about nine administrative and teaching staff.

Lisa Macpherson, a child-care worker and graduate of the child studies program, is appalled by the proposal. The University "would never consider closing down a chemistry lab," she says.

Teaching students is the priority at the lab schools, says Macpherson, but students will lose that priority at the child-care centre, where the focus is on day care. "It's going to diminish a student's experience."

She says U of G should build a new school rather than have students work "outside the University."

Not carrying costs

The lab schools are partially subsidized by the city and county and parents pay fees. But the schools aren't carrying their own costs and are subsidized by the University, says Tindale.

Although expense is a consideration, quality of education is behind the decision to re-evaluate the lab schools, he says.

"What is driving the decision is

what facilities provide the best experience for our students in the practicum. And if they are clearly better off here (in the current facilities), we'll seek a solution to keep them here. (Whatever decision we make), if we save money, great. But that's not what's driving the process."

In the meantime, Tindale says, he wants to "maintain an open flow of communication." He explained the situation to faculty and staff in December and met with parents in January.

U of G psychology graduate Jane Wielhorski, who has a toddler and a preschooler in the lab schools, says the schools are

unique among child-care centres in Guelph. The child/student ratio is low, she says, and the "enthusiasm of the students doing the practicum is wonderful."

Enrolling her children in the programs is "something I'm doing to enrich my children's experience," says Wielhorski. "It's not babysitting."

Although the lab schools are not the only nursery schools to take special-needs children referred by community agencies, they are the only one to which the Ministry of Community and Social Services will pay the cost of transporting children referred by Family and Children's Services, she says.

The report says students would benefit from an apprenticeship at the child-care centre.

They would be working in a state-of-the-art facility in a real working environment under the supervision and guidance of experienced staff.

Based on a previous pilot project in fall 1991, the report also identifies disadvantages for students. It says students felt isolated from each other, distanced from the operation and parents, confused about roles and lacking control over the program and curriculum when they did their practicum at the child-care centre. □



Beat the drum loudly

The Wasabi Daiko Drummers made sure no one was napping through lunch in the University Centre last week when they performed in the

courtyard as part of the University's celebration of International Women's Day.

Photo by Maurice Oishi, University Communications

Former dean of graduate studies and research dies at 77

Herbert Armstrong, U of G fellow and former dean of graduate studies and research, died March 5 in Guelph at the age of 77.

A professor of soil science, he came to Guelph as dean of graduate studies and research in 1968. He retired in 1980, but remained active on campus as an adviser to the president's office.

Guelph MP Bill Winegard, a former president of U of G, remembers Prof. Armstrong as an able administrator, but says he will also be remembered for his sense of community.

"He loved the University," says Winegard. "He worked very, very hard and he did it in such a cheerful way. Even if the decisions that came out of his office weren't always popular, you knew they weren't done in a vindictive way."

Before coming to Guelph, Prof. Armstrong was the first president of the University of Calgary. Prior to that, he was dean of science and academic vice-presi-



Prof. Herbert Armstrong

dent at the University of Alberta and dean of arts and science at McMaster University.

The Toronto native received his BA and MA from the University of Toronto and

his PhD from the University of Chicago. He was a fellow of the Royal Society of Canada and held honorary doctorates from McMaster and the University of Calgary.

Blanche Hertzberg, who worked with Prof. Armstrong as his secretary at McMaster, Edmonton and Calgary and as his administrative assistant at Guelph, recalls both his fairness and honesty.

"I think I had one argument with him in 25 years," she said. "He had a terrific sense of humor. He could make you laugh even when you didn't want to."

He is survived by his wife, Kay, two daughters, Catherine Frances Bryden of Lynden and Margaret Shera of Kitchener, two brothers and three grandchildren.

A memorial service will be held April 3 at 2 p.m. at the Arboretum. Tributes to Prof. Armstrong will be made by Winegard and two other longtime colleagues — Laurie Cragg, former president of Mount Allison University and a friend

from the Alberta days; and Murdo MacKinnon, Guelph's founding dean of arts.

Memorial donations may be made to the Herbert S. Armstrong Memorial Fund through Alumni House. □

Harold Goble

Professor emeritus Harold Goble died March 1 in Guelph at the age of 85. A 1931 graduate of OAC, he taught entomology at U of G for 37 years until his retirement in 1973. He served as provincial entomologist for 24 years while at the University.

Prof. Goble is survived by his wife, Jean, his daughter, Judy Palmer, his son, Robert, seven grandchildren and one great-granddaughter. A tree will be dedicated in his name in the Wall-Custance Memorial Forest in the Arboretum Sept. 19 at 2:30 p.m. □

Student speak



by Scott
McNichol

B of G elections near

Students will cast their ballots this month for undergraduate and graduate representatives on Board of Governors.

Voting for two undergraduate seats on the 24-member board will take place in conjunction with the Central Student Association elections March 22 to 26.

Incumbents Marty Williams and Kurt Liebe are seeking re-election, and there are four other nominees — Don Cockburn, William Pascoe, Neil Towers and Richard Vollans.

On March 18, the six undergraduate candidates will gather for an open forum at noon in Room 103 of the University Centre.

Voting for the single graduate student seat will take place by mailed ballot. Ballots will be mailed March 22 and must be returned to the Board Secretariat by April 2 at 4 p.m.

Jason McIlveen completes his term this year and his seat will go to one of three nominees — Karen Houle, Emmalee Marshall or Patric Sennan.

Celebrant named

Kevin MacLean of the OAC Class of '94 was named College Royal Celebrant March 6 at the College Royal Ball.

A native of Nanawee, he is a third-year animal science student who served as class president for two years. He is active in intramural sports, square dancing and varsity curling.



Kevin MacLean

The alumni connection

When students considering career options look for help, the traditional resources they turn to are Career Services, academic counsellors and faculty. Few are aware of the huge source of advice and opportunities available to them in the form of U of G's 60,000 alumni.

The Student Alumni Association (SAA) has a number of programs designed to put students

in contact with alumni, says SAA staff adviser Sheila Hollidge of Alumni Affairs. Alumni connections can be useful, she says, because the ins and outs of various careers are better understood by talking to someone working in the field.

Last month, the SAA held its second annual Student-Alumni Connection Series. Alumni guest speakers were Brian Gildner of the Ontario Ministry of the Environment; *Financial Post* editorial cartoonist Phil Mallette; Ross Parry, editor of *Education Today*; and Susan Scherer, a two-time gold medalist in the 1991 and 1992 World Ice Hockey Championships.

SAA president Mark Stevenson, a fourth-year political studies student, says getting involved with alumni means more than just building a resume and creating career opportunities.

"By talking to alumni, you de-

velop a historical appreciation for the University," he says. "It makes you feel part of a big family and that the University is our home."

For more information about the SAA, call Stevenson at Ext. 6655 or Hollidge at Ext. 6302.

Get oriented

The call is out for spring and fall orientation program leaders to help organize and carry out orientation. Leaders must be U of G students and must be available to work one day a week between May 3 and Sept. 4, night and day from Sept. 5 to 13 and possibly one weekend in August.

"This is an excellent opportunity for on- or off-campus students with a great deal of enthusiasm for the University to help share it with new students," says orientation co-ordinator Shannon Bone.

Written applications must be submitted by March 15 to Bone in the Counselling and Student

Resource Centre on UC Level 3.

The orientation program also needs volunteers to help with activities. More information is available from the orientation office.

The play's the thing

For third-year biology student Richard Vollans, College Royal's



Richard Vollans

annual Curtain Call is more than just a play. It's an opportunity to cut loose and expand his horizons. "It's a break from everything and a chance to make new friends with backgrounds other than biology," says Vollans, who is executive director of this year's production of *Grease*. A veteran of two Curtain Calls, he also performs in the musical. "It takes a lot of time, but

it's time well spent," he says.

Vollans believes Curtain Call is important to College Royal because it shows a "greater diversity of the University than its traditional agricultural focus."

About 200 people tuned out for the auditions for *Grease* in January, he says. Thirty were selected, and they've been rehearsing two days a week ever since. The show opens March 11 at 8 p.m. in War Memorial Hall and runs until March 13. Tickets are \$4 in advance at the University Centre box office, \$5 at the door.

Boyd steps down

A mutual agreement reached March 3 between Jean-Paul Boyd, Central Student Association (CSA) vice-president external, and the CSA board of directors has allowed Boyd to leave his position two months before his official completion date of April 31. His duties will be taken over by the rest of the CSA executive. □

Commentary

Yugoslavian war should never have happened

by Gordana Yovanovich

Tina Mujezinovic's story in the Feb. 10 issue of *At Guelph* ("Yugoslav Woman Plays Waiting Game for Her Besieged Family") is moving and certainly requires the world's sympathy.

Mujezinovic is only one of many Muslim, Croatian and Serbian sisters waiting to hear news of their loved ones. The Yugoslavian war is a vicious, dirty war that should be stopped, but above all, it is a war that should never have happened. But it did happen and now it is very difficult to stop it.

Because the audience of this article is the "outside world," I would like to examine the role the outside world has played and could play in this situation.

At the time that Slovenia and Croatia asked for independence, the president of Yugoslavia was Stipe Mesic and the minister of finance was Ante Markovic — both Croats. The Yugoslavian army was led by Veljko Kladievic, who is half Serbian, half Croatian. The president of Bosnia and Hercegovina was Alija Izetbegovic, a Muslim; the president of Croatia was Franjo Tudjman, a Croat. The president of Serbia was Slobodan Milosevic, twice democratically elected Serbian and socialist.

Yugoslavia was a legitimate state and its army was a legitimate army. The country was still much like it was under the regime of Tito, a Croatian who ruled this quite successful socialist country for 40 years.

Because none of the separatist republics was underprivileged, their dream for independence might have been negotiated. For it is not true that Serbs are barbarians incapable of co-

operation. Remember that in the First and Second World wars, they fought on the side of allies while the western part of Yugoslavia sided with Austro-Hungary and later Germany.

The Serbian people believed in Yugoslavia despite the fact that during Tito's time, the state of Serbia was partitioned into the republic of Serbia and two autonomous provinces, Vojvodina and Kosovo, and that in Bosnia a new Muslim nation was created consisting largely of Serbs of Muslim religion. Having invested in Yugoslavia, Serbians felt cheated when the country started to fall apart.

This is a picture of Yugoslavia before the war, and this is the position the Serbs found themselves in. They felt particularly threatened when the outside world led by German propaganda started to talk about Serbian-dominated Yugoslavia because Serbs, like the black people of South Africa or women throughout the world, were people who dominated in numbers but had no actual power.

Let us now move from the Yugoslavian national makeup to the Yugoslavian army. It was one of the better armies in Europe, with an incredible number of generals of all nationalities for whom Yugoslavia was the land to defend. The obvious question that Europe and the United States should have asked themselves is: What will the army do now that it no longer has a country to defend? Who will pay the generals?

A possible solution that comes to mind is to let the generals kill themselves, and the problem of the Yugoslavian army will no longer exist.

As the generals entered the war, each one according to nationality, and as the Croatian, Muslim and Serbian paramilitary groups joined them or, more importantly, led them in their nationalistic dream of ethnically pure states, ordinary people, who were often intermarried, found themselves in the middle of all sorts of hardship.

Not verifying the source of their information but following the rule that where there's smoke, there's fire, the European and North American media then poured oil on to the fire with their biased reporting.

Let me give a Canadian example of how fiction and lies enter our homes daily. The Feb. 12 issue of the *Hamilton Spectator* reported an allegation that "Major General Lewis MacKenzie, Canadian head of the United Nations peace-keeping force in Bosnia, was raping and then murdering Muslim women supplied to him by the Serbs." Thus, a large banner on University Avenue in Toronto in recent months read: "MacKenzie a war criminal."

Although MacKenzie is not at risk of actually being seen or tried as a criminal, world sanctions are punishing Serbian children as if they were criminals, on the basis of allegations that are unsupported by evidence. In addition, Serbs of Bosnia and Croatia are actually being called aggressors while defending their own homes.

The ordinary people of all three nationalities are paying a horrible price while the sons and daughters of the generals are "war refugees" all over the developed world.

Prof. Gordana Yovanovich is a faculty member in the Department of Languages and Literatures.

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Research report

Ban caffeine from Olympics, physiologists say

by Owen Roberts
Office of Research

Caffeine can enhance performance in elite athletes and should be banned for Olympic endurance competitors, say two U of G physiologists.

Profs. Terry Graham and Lawrence Spriet, Human Biology, conducted performance tests with elite runners who consumed caffeine in quantities approved by the International Olympics Committee. The athletes showed at least a 30-per-cent improvement.

"These results are staggering," says Graham. "The Olympics-sanctioned limit is too high." In further research, he and Spriet found that doses just one-third the amount of the sanctioned limit improved performance.

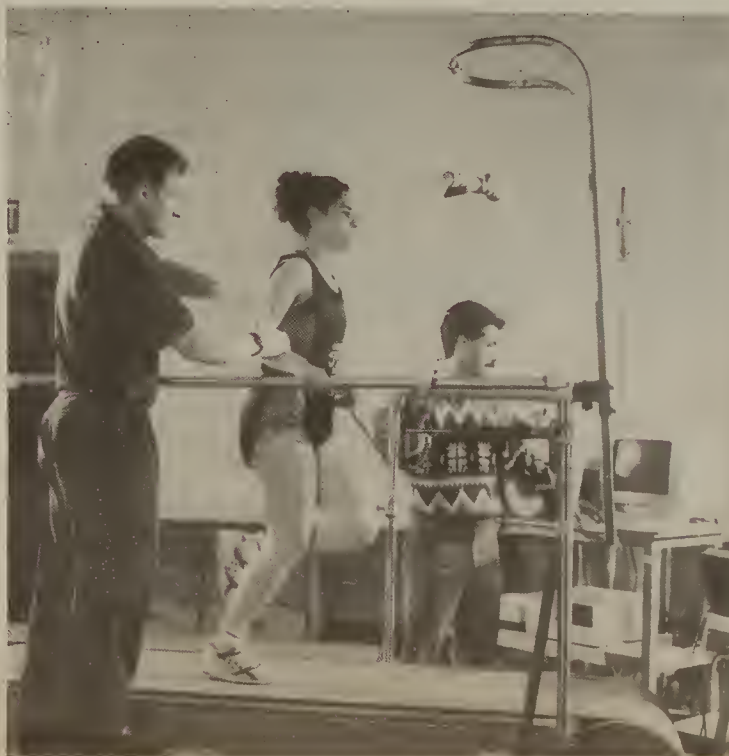
Following the Ben Johnson incident at the 1988 summer Olympics in Tokyo, performance-enhancing substances have become increasingly scrutinized. Almost any level of caffeine promotes the flow of adrenalin, a natural stimulant.

But the researchers didn't expect to find it would produce such significant changes. "Our belief was that previous research on caffeine was so inconsistent that it probably wouldn't be very influential," says Spriet. "We thought we could do one definitive study that showed it had little effect. Instead, we found something very different."

Olympic rules permit athletes 12 milligrams of caffeine per millilitre of urine, an amount yielded by ingesting nine milligrams of caffeine per kilogram of body weight — about the same amount of caffeine in three to six cups of strong drip-percolated coffee.

So to measure the effect of the legal Olympic limit of caffeine, Graham and Spriet — with the assistance of a Sport Canada grant — assembled seven elite Canadian runners, including a top marathon competitor from the 1984 summer Olympics, a former 3,000-metre Canadian champion and a world-class master's cross-country runner, and gave them the maximum allowable limit of caffeine via caffeine tablets.

An hour after receiving the stimulant, the athletes proceeded to run on a treadmill at speeds



Profs. Terry Graham, left, and Lawrence Spriet monitor student Michelle Jackman's performance on a treadmill after she has ingested caffeine.
Photo by Martin Schwalbe, Photographic Services

simulating racing conditions, until reaching the point of voluntary exhaustion. Graham and Spriet were amazed to find runners who would normally tire at 40 to 60 minutes had the endurance to go 60 to 80 minutes. Subsequent tests with slightly less caffeine — six milligrams per kilogram of body weight — showed equally enhanced results, but with fewer side effects such as nausea and nervousness.

The researchers are hoping the athletic community will embrace their findings.

"Caffeine has no nutritional value, so it doesn't need to be part of your diet," says Graham. "Once you purposefully take it, you're doping. With elite athletes, even an amount equivalent to one to two cups of coffee a day could

make a difference."

Further testing has shown that caffeine does not have as great a performance-enhancing effect on serious recreational or even varsity-level athletes. The individual variation is huge, depending on such factors as caffeine habits, other drug use, hydration levels and exercise conditions such as intensity and duration.

"Because Olympic-calibre athletes' bodies are so finely tuned, they react to stimuli much more dramatically," says Spriet. "What recreational athletes can gain from caffeine is peanuts

compared with advances possible through diet and proper training. They're just cheating themselves by using caffeine."

The next step in this research is to measure the effect of caffeine on speed. "We've shown that runners can run longer, but in a race, what you really want is to run faster," says Spriet. To this end, he and Graham are hoping to conduct field tests this spring and summer.

Additional support for this research was provided by the Natural Sciences and Engineering Research Council. □

Green Plan aids search for pesticide alternatives

by Margaret Boyd
University Communications

Green Plan funding of \$7 million has been awarded to establish a pest-management alternatives office (PMAO), says Prof. Keith Solomon, director of the Centre for Toxicology.

The office is designed to promote judicious use of chemicals and promote alternatives to harmful pesticide practices, says Solomon, who chairs the PMAO's board of directors. One of its priorities will be to seek alternatives for highly toxic pesticides or those that are persistent and mobile in the environment, he says.

The creation of a PMAO was recommended in a recent Agriculture Canada review of the pesticide regulation process in Canada. The review's recommendations were geared to making the process more efficient and environmentally sustainable.

The focus of the office during the first years will be largely agricultural, says Solomon. "It will have important benefits for southwestern Ontario. We hope to be able to give farmers better tools to manage agriculture in a sustainable way."

The PMAO's board of directors is made up of representatives from farming, agricultural research, business, environmental and consumer groups.

Funded over the next four years, the office aims to:

- promote the use and encourage the development of viable ecologically sound strategies that minimize risk of harm to health, safety and the environment, while optimizing pest control;
- develop policies for the promotion of alternative, ecologically sound pest-management strategies, and promote and fund relevant research;
- consult with and provide advice on alternative pest-control strategies to the authorities responsible for the regulation and use of pest-control products;
- work with government, pesticide users, the alternatives sector and other stakeholders to help set targets and develop strategic plans for the appropriate reduction of pesticide use in all sectors, including agricultural, forestry, industrial, commercial lawn and turf, and domestic.

As an independent corporation, the PMAO will stay at arm's length from government, says Solomon. This gives it more credibility and allows it to make its findings public. "Being independent will give it greater responsibility to both the public and Agriculture Canada."

The office will communicate to user groups and the public any progress in the development and use of alternative, ecologically sound strategies for pest control, he says. □

Research funding deadlines

Due April 1 in the Office of Research are letters of intent for the National Cancer Institute of Canada's Terry Fox program and applications for grants from the Toyota Foundation.

April 2 is the deadline for:

- Ministry of Health research grants.
- Natural Sciences and Engineering Research Council strategic grants for research in advanced technologies, strategic conference grants and support for scientific publications.
- The Easter Seal Research Institute's research grants, doctoral training grants and postdoctoral fellowships.
- NATO support for advanced study institutes and advanced research workshops.
- World Wildlife Fund's Wildlife Toxicology Fund research grants.

April 23 is the deadline for:

- G. Allan Roher Institute awards for graduate students and major research grants.
- Atkinson Charitable Foundation grants for research in the health field.
- Bedding Plants Foundation Inc. grants.
- Horticultural Research Institute Inc. grants.
- Sigma Xi grants-in-aid for graduate and undergraduate students.
- Wenner Gren Foundation for Anthropological Research Inc. grants, predoctoral grants and Carley Hunt postdoctoral fellowships.

Applications to the Secretary of State for support for ethnic research, visiting lectureships and Canadian ethnic studies conferences can be submitted from April 23 to Sept. 23. □

A right meaty fellow



Prof. Howard Swatland holds a certificate of fellowship from the Institute of Meat.

Prof. Howard Swatland of the departments of Food Science and Animal and Poultry Science has been named a fellow of the Institute of Meat, the highest honor bestowed by the British organization.

Swatland received the honor at a banquet in the House of Lords in London, England, last month. It marked the first time the fellowship has gone to

someone who has not served as chair of the institute. He was chosen because of his significant contributions to meat research and teaching.

The Institute of Meat is the educational arm of the Worshipful Company of Butchers, the oldest livery company in London, dating back to 1364. Swatland served an apprenticeship with the institute in the early 1960s. Since leaving the butcher's trade for academia, he has continued to pay his dues "in case I needed a job as a butcher again."

The British honor is one of several Swatland has received in recent years. In 1991, he was the recipient of the meat research award of the American Society of Animal Science. Last year, he received U of G's John Bell Award for contributions to teaching and course design. □

Our Community

CSRC staff get an early start on spring cleaning

It was a clean-up operation that would have been the envy of Fawn Hall and Oliver North.

Armed with a paper shredder, the staff of the Counselling and Student Resource Centre (CSRC) cleaned out their offices and cabinets on the last Tuesday of February. Outdated but confidential files were mulched into more than 60 garbage bags full of large-ly recyclable paper.

Spurred on by jesting among the six units in the centre and a need

for space, the program development unit tallied some 28 bags alone.

CSRC director Andre Auger was quick to point out that his unit collected 17 bags with only four staff members. "If it had been done on a per-capita basis," he said, "we would have won."

Interested in your own recycling purge? Call the campus waste-management co-ordinator at Ext. 2054 for recycling bins. □

Self-esteem counsellor to give talk

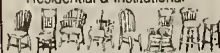
Lois Ferguson, president of Malibu Consulting International and a counsellor on self-esteem and weight management, will be guest speaker at the March 25 meeting of the Mac-FACS Alumni Association.

Ferguson will discuss how to "Create a More Confident You" at the Arboretum Centre at 7:30 p.m. She will discuss enhancing self-acceptance, setting realistic goals, listening to one's body and relaxation techniques.

A 1971 graduate of Guelph, Ferguson is a registered dietitian with more than 20 years' experience in the food industry. □

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The blue office cans can now be used for envelopes with plastic windows or labels, photocopier paper wrappers, file folders, manila and kraft envelopes, bound reports (no books) and invoices/NCR paper (non-carbon forms).

The newspaper bins will now handle magazines and journals with glossy and newsprint pages. □

Lecture series to debut at open house weekend

New this year at College Royal open house is a lecture series featuring U of G faculty and staff. The lectures run Saturday from 10 a.m. to 4 p.m. and Sunday from 1 p.m. to 5 p.m. in Room 232 of the MacKinnon Building.

On the Saturday lineup are:

- "The Psychology of Policing" with Prof. Dan Yarmey, Psychology, at 10 a.m.;
- "Strangers in a Strange Land: Women in Management," Prof. Karen Korabik, Psychology, 11 a.m.;
- "Finding Science in Potatoes," Prof. Rick Yada, Food Science, 1:30 p.m.;
- "Finding Science in Cheese," Prof. Art Hill, Food Science, 2 p.m.;
- "So Now You Have a Child: The Pleasures and Problems of Parenting," Prof. Mary Konstantareas, Psychology,

2:30 p.m.; and

- "Finding Science in Ice Cream," Prof. Doug Goff, Food Science, 3:30 p.m.
- Sunday's program features:
- "Canada, Asia-Pacific and NAFTA: Are You Ready?" Prof. Victor Ujimoto, Sociology and Anthropology, 1 p.m.;
 - Prof. Michael Sobol, Psychology, "Adoption: Myth and Reality," 2 p.m.;
 - Prof. Michael Matthews, Psychology, "Young Driver Traffic Accidents: Causes and Cures," 3 p.m.; and
 - David Ward of Independent Study, "OAC Access: OAC Continuing Education Opportunities," 4 p.m. □

Visitor

Environmental ethics will be the focus of a visit to campus next week by U.S. philosopher and theologian Holmes Rolston.

Rolston, who is distinguished professor of philosophy at Colorado State University, is author of five books, most recently *Environmental Ethics*. He will give a public lecture March 15 at 8 p.m. in Room 204 of the Landscape Architecture Building.

Rolston was an invited participant at the United Nations Conference on Environment and Development in Rio de Janeiro last spring.

Anyone wishing to meet with him on campus should call Prof. Michael Ruse, Philosophy, at Ext. 3232. □

Around town

Farming history

Historical farming communities will come to life at the March 14 meeting of the Wellington County Historical Society when a panel discusses "Living History: Life and Labor on Wellington County Farms." Prof. Terry Crowley, History, will moderate the discussion, which begins at 2:30 p.m. at the Wellington County Museum.

Searching the past

The Wellington County Museum will host a day-long workshop April 3 for those interested in researching their family history, biographies, historical collections and architectural records of their homes. Registration deadline is March 15. Cost is \$10 for members of the Ontario Historical Society, \$20 for non-members.

A museum break

Guelph Museums will host "March Break Fun Week" for kids aged five to 10 March 15 to 19. Events are planned at the Guelph Civic Museum in the mornings and John McCrae House in the afternoons. Cost is \$3 per visit. For information or to register, call 836-1221. □

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Three-bedroom luxury townhouse, fireplace, garage, pool, tennis courts, available May 1, two blocks from campus, will also consider leasing, John or Peter, 836-9613.

Building lot, 150 by 327 feet, Eramosa Township, 824-1587.

Queen-size duvet, pure Canadian goose down, never used, Joanne, Ext. 6031 or 837-1069.

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Two-bedroom apartment, yard, parking, available March 15 or April 1, \$500 a month plus half of utilities, Ext. 6446 or 822-0078.

Summer sublet, College Avenue opposite OVC, May 1 to Aug. 31, price

negotiable, includes utilities, parking, laundry, large backyard, Penny, 821-7828.

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Classifieds is a free service available to U of G staff, faculty, students and alumni. Items must be submitted in writing by Thursday at noon to Linda Graham on UC Level 4. For more information, call Ext. 6581.

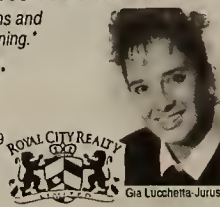
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Calendar

Thursday, March 11

Pathology Seminar - Graduate student Marco Schito discusses immunity to murine *Eimeria* at 11:10 a.m. in Pathology 2152.

Concert - The free noon-hour concert features the Royer Chamber Ensemble, with U of G music graduate Kaye Royer on clarinet, Ronald Royer on cello, Carol Lynn Fujino on violin and Janice Lin on piano. Performances are at 12:10 and 1:10 p.m. in MacKinnon 107 and will include works by Dvorak, Peter Schickele and Joaquin Turin.

Landscape Architecture Seminar - The School of Landscape Architecture launches a series of talks on "The Contemporary Japanese Landscape and Environmental Issues" with Makoto Yokohari of the National Institute of Agro-Environmental Sciences in Japan giving an overview of his country. The seminar begins at noon in the lobby of the Landscape Architecture Building.

International Women's Day - A workshop on "Deconstructing White Supremacy and Feminism" begins at noon in UC 442. At the same time in UC 444, there will be a discussion of "Women with Learning Disabilities."

College Royal Lecture Series - "Canadian Agri-Food Competitiveness" is the topic of Kathryn Cooper, executive director of the George Morris Centre, at 7 p.m. in OVC Learning Centre 1713.

Juried Art Exhibition - Viewpoints 1993, the 12th annual exhibition for area artists, opens at the Macdonald Stewart Art Centre at 7 p.m. Awards will be presented at 7:30 p.m. The show continues through April 25.

College Royal Curtain Call - Catch the opening-night fun of the stage musical *Grease*. The production runs through Saturday with performances at 8 p.m. in War Memorial Hall. Tickets are \$4 in advance, \$5 at the door.

Friday, March 12

Molecular Biology and Genetics Seminar - John Bowen of the RCMP forensic laboratory in Ottawa will speak at 11 a.m. in Axelrod 028.

Nutritional Sciences Seminar -

Worship

A prayerful journey though the book of Exodus, led by Matthew Hart of the Campus Ministry, runs weekly at 4:30 p.m. in the elevator room of MacKinnon Level 6.

Catholic mass is celebrated Sunday at 10:10 a.m. in Thombrough 164, Monday and Tuesday at 12:10 p.m. in UC 533 and Thursday and Friday at 8 a.m. in UC 533.

The Open Door Church (Anglican/United/Presbyterian) runs Sunday at 11 a.m. in UC 442.

Midweek - A Time With God provides an opportunity for reflection and meditation Wednesday at 12:10 p.m. in UC 533.

Womanstudy, a lunchtime discussion group led by Rev. Lucy Reid, discusses ecofeminism Thursdays at noon in UC 335.

The Student Christian Movement meets to discuss politics, society and spirituality Tuesday at noon in UC 335.

The Lutheran Student Movement meets Friday at noon in UC 444. □

Graduate student Wendy Ward looks at "The Role of Ontogeny on Whole-Body Copper Distribution, Cu Protein Profiles and Mucosal Uptake of 64-Cu in the Piglet Model" at 11:10 a.m. in Animal Science and Nutrition 141.

Panel Discussion - Violence against women is the topic of an interfaith panel discussion at noon in UC 332.

Economics Seminar - Kathy Segerson of the University of Connecticut examines land transfers on property sales at 3 p.m. in MacKinnon 315.

College Royal Lecture Series - "Promoting Forages for a Sustainable Agriculture" is the topic of Prof. Jock Buchanan-Smith, Animal and Poultry Science, at 7 p.m. in OVC Learning Centre 1713.

Saturday, March 13

College Royal - The 69th annual College Royal open house runs today from 9 a.m. to 5 p.m. Visit the popular chemistry magic show, watch live animal surgery, learn more about the martial arts and find out how to play hockey underwater. A series of lectures by U of G faculty runs from 10 a.m. to 4 p.m. in MacKinnon 232. The Arboretum - Maple Syrup Days run today and tomorrow and continue weekends until the end of March. Meet at the nature



The Royer Chamber Ensemble performs at the March 11 noon-hour concert.

centre from 9:30 a.m. to 3:30 p.m. **Scottish Studies Colloquium** - "Scots in a New Scotland" is the theme of an all-day colloquium sponsored by the Scottish studies program of the Department of History. Registration begins at 9:30 a.m. in MacKinnon 117. Admission is \$22 general, \$18 for seniors and free for students.

Macdonald Stewart Art Centre - The opening reception for "Love Mind," a series of 30 photographic works by Toronto artist Robert Flack, is from 3 to 5 p.m. The show runs until April 25.

Notices

Book early

Organizers of the Learned Societies Conference to be held this June at Carleton University are urging participants to book hotel accommodations and airline flights as soon as possible because of the Conservative party's decision to hold its leadership convention in Ottawa around the same time. This is particularly true of meetings between June 9 and 13. Reservations can be made by calling 1-800-267-9676.

CFRU fund raiser

"Raise Your Voice," an on-air fund raiser for campus radio station CFRU, kicks off March 12 at 6 p.m. on 93.3 FM. The phone-in campaign continues through March 21.

What's on the menu?

The HAFA restaurant will be open during College Royal weekend, with a menu offering "Coast to Coast Cuisine." Featured items are seafood crepes, tourtiere, lemon maple chicken, Montreal smoked meat sandwiches and wild blueberry

cheesecake. Lunch is served from 11 a.m. to 3 p.m. Saturday and Sunday; dinner is from 4:30 to 7 p.m. Saturday only.

Booklets for sale

International Education Services on Level 4 of the University Centre has several booklets for sale: *Steps to the Sea*, offering tips for travellers; *Working in International Development*, a conference planning manual; *Media Basics for Development Educators*; and *Women and Development: Beyond the Decade*.

A changing world

Graduate students in the Department of Environmental Biology present the colloquium "Environmental Objectives and Perspectives" March 22 from 9 a.m. to 4:30 p.m. at the Arboretum Centre. Earth scientist Alan Morgan of the University of Waterloo will give the keynote address, "Comments on a Changing World," at 9 a.m., with discussions to follow. Everyone is welcome; no registration is required.

Sunday, March 14

College Royal - U of G's annual student-run open house continues today from 11 a.m. to 5 p.m. A series of lectures by U of G faculty and staff runs from 1 to 5 p.m. in MacKinnon 232.

Monday, March 15

Women's Resource Centre - A discussion of sexual harassment in the workplace is accompanied by the video *A Safer Place* at noon in UC 107.

Sociology and Anthropology Seminar - Robert Prus of the University of Waterloo investigates intersubjectivity and social sciences at noon in MacKinnon 132.

Information Session - Karen Walker of Student Housing Services discusses off-campus living at 6 p.m. in the Lambton lounge.

Philosophy Seminar - Holmes Rolston of Colorado State University discusses "Challenges in Environmental Ethics" at 8 p.m. in Landscape Architecture 204.

Tuesday, March 16

Our World - A discussion of the women's co-operative in development begins at 12:10 p.m. in UC 442.

Physics Colloquium - The undergraduate lecturer for the Canadian Association of Physicists, Judith Irwin of Queen's University, describes galaxies in upheaval at 4 p.m. in MacNaughton 113.

Information Session - Iris Lambert of Student Housing Services discusses off-campus living

at 6 p.m. in the Off-Campus Housing Office, Maritime Hall. **Senate** - The March meeting of Senate begins at 8 p.m. in MacNaughton 113.

Wednesday, March 17

Economics Seminar - Prof. Bram Cadsby, Economics, outlines "A Negotiated Equity Finance Experiment" at noon in MacKinnon 238.

Biochemistry Seminar - Graduate student Teresa Sanelli describes the relationship between structure and function of a cellulase from the white rot fungus *Schizophyllum commune* at 12:10 p.m. in MacNaughton 222.

Sign Language Workshop - The Centre for Students with Disabilities is offering a free workshop on American sign language from 5 to 7 p.m. in UC 301.

Thursday, March 18

Pathology Graduate Seminar - Della Johnston examines "Polymorphisms Generated by RAPD-PCR in *Eimeria* Spp. of the Domestic Fowl: Application to Species and Strain Identification" at 11:10 a.m. in Pathology 2152.

Landscape Architecture Seminar - Makoto Yokohari of Japan's National Institute of Agro-Environmental Sciences discusses land use and open-space planning in Japan at noon in the lobby of the Landscape Architecture Building.

Concert - The free noon-hour concert features pianist Tom Plaut of McGill University. Performances are at 12:10 and 1:10 p.m. in MacKinnon 107.

Friday, March 19

Molecular Biology and Genetics Seminar - "Domain Structure of the Vaccinia Virus mRNA Capping Enzyme" is the topic of Ed Niles of SUNY Medical School in Buffalo at 11 a.m. in Axelrod 028.

Nutritional Sciences Seminar - Aida Ethiopias discusses "3MI - Toxicity: Possible Interaction with DNA" at 11:10 a.m. in Animal Science and Nutrition 141.

Economics Seminar - Prof. Kenneth Norrie of the University of Alberta speaks on "Historical Perspectives on Inter-Governmental Transfers and Current Canadian Policy Problems" at 3 p.m. in MacKinnon 315.

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Comic book inspires martial artist

by Roberta Franchuk
University Communications

It may have been a Judo-Man comic book that inspired Kim Taylor's interest in martial arts, but the skills he's acquired in his 13 years of training are nothing to laugh at.

The analytical biochemist works in the Department of Animal and Poultry Science by day, but much of his free time is spent teaching, learning and living the martial arts of Iaido and Aikido.

His association with Aikido (pronounced eye-key-do), a Japanese throwing-style school, began in 1980 when the campus Aikido Club was being formed. Ever since his childhood introduction to martial arts through Judo-Man, Taylor had been intrigued by their mystique and the Japanese philosophy of Zen that surrounds them. He joined the club and worked his way up to black belt.

A few years later, he was introduced to the Japanese sword art of Iaido (ee-eye-do). Taylor is now a fourth dan or fourth-degree black belt in this art. He is also an instructor with the University's Iaido Club, author of four manuals on technical aspects of the art and editor of an international Iaido newsletter.

In addition, he is one of only a handful of people in North America learning the sword style Niten-Ichi-Ryu, which uses two swords and is traced to the legendary 17th-century Japanese swordsman Musashi.

Taylor's teacher, Matsuo Haruna, is one of the highest-ranking Iaido masters in the world. At Taylor's invitation, Haruna has come to Guelph regularly to teach sword workshops, including one last year on Niten-Ichi-Ryu.

Taylor says there are many misconceptions about martial arts, including the ideas that they encourage violence and consist only



Kim Taylor, right, demonstrates a movement from the martial art Niten-Ichi-Ryu with karate instructor Mark Bray.

Photo by Roberta Franchuk, University Communications

of Bruce Lee-style flying kicks.

"I use martial arts as a discipline to improve my connection with the universe," he says. "Martial arts have a great deal in common with religion; they give you a focus and a purpose in life."

That purpose, he says, is to get rid of the ego. "It's like Zen meditation. You see that you are just a part of the universe and that the universe doesn't care if you exist."

Training allows you to concentrate on a subject without losing awareness of what's going on around you, he says. "That's why in Aikido you can fight three guys. You concentrate on throwing one, but at the same time, you know where the other ones are."

Another attraction of martial arts is that they can be practised for a

lifetime, he says. "Very few people can keep up with their favorite sports, but there are a lot of 80-year-old martial artists out there. You can work to perfect yourself for your entire life."

The safety aspect of martial arts is important to Taylor. This is particularly apparent in his commitment to a related but separate area, self-defence. He helped revive women's self-defence courses on campus in 1988 and helped train the instructors who now teach through the Department of Athletics.

Before creating the course structure, he investigated statistics on assaults and research findings and gathered them into a student manual called *Resisting Sexual Assault*. In the course, students receive information about assaults and learn the physical techniques needed to defend themselves. To practise them, they work with male volunteers from other martial arts classes.

Although self-defence training is important for everyone, says Taylor, it is not the same as martial arts training. In the martial arts, years of practice are required to perfect techniques that are not necessarily useful in real-life fighting situations, he says. "No one trains for 25 years just in case they get into a bar fight." □

Events focus attention on students with disabilities

The Centre for Students with Disabilities and U of G's Access Awareness Committee are sponsoring a series of events March 18 to focus campus attention on students with disabilities and the services available for them.

An information table will be set up in the University Centre courtyard from 10 a.m. to 2:30 p.m., showcasing some of the services available on campus, including special equipment, student-directed programs, physical access initiatives and career counselling.

Marc Wilchesky, PhD co-ordinator of the learning disabilities program at York University, will discuss "Teaching Students with Learning Disabilities" at 2 p.m. in Room 103 of the University Centre.

At 5 p.m., the film *Children of a Lesser God* will be shown in the Lennox-Addington fireplace lounge, a discussion of deaf culture will follow with Alana Johnston, who was recently nominated Outstanding Deaf Woman of the Year. □

You're appreciated, alumni told

Alumni are the foundation of an institution's success and greatness. That was the message Chancellor Lincoln Alexander delivered on behalf of president-designate Mordechai Rozanski to alumni attending the Florida alumni picnic March 3.

On behalf of Rozanski, the chancellor assured alumni that their contribution to the University is appreciated. Guelph has a responsibility to alumni to preserve their legacy, to build on the good

relationships they established when they were students and to make sure U of G moves from strength to strength so alumni can be proud to be builders of the University, he said.

Some 195 alumni attended the event held at the North Port Yacht Club in Port Charlotte.

Both Alexander's speech and Rozanski's greeting were warmly received by the alumni, says Trish Walker, director of Alumni Affairs. □

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Graduate news

The final examination of Samuel Gudu, a PhD candidate in the Department of Crop Science, is March 22 in Room 302A of the Crop Science Building. The seminar is at 10 a.m.; the defence is at 1 p.m. The thesis is "Anther Culture and Molecular Characterization of a Floral-Derived Gene in the Diploid Species *Hordeum Bulbosum* L." Gudu's adviser is Prof. Ken Kasha.

Helen Mahmoodi, an M.Sc. student in the Department of Nutritional Sciences, will defend her thesis March 24 at 9 a.m. in Room 336 of the Animal Science and Nutrition Building. The thesis is "Protein Modified by Malondialdehyde Is Targeted for Degradation." Her adviser is Prof. Henry Bayley. □



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Not just fiddling around

Alumni square dancers kick up their heels at the annual College Royal competition. Thousands of visitors braved the cold this weekend to take in events at the 69th College Royal open house.

Some 1,700 high school students from across the country were also on hand to participate in the liaison program Campus Days.

Photo by Maurice Olshi, University Communications

Second morale survey is in the wind

by Martha Tancock
University Communications

Two years after the first employee morale survey, a steering committee begins meeting this month to prepare for a second one.

The eight-member group aims first to look at the successes and failures of the last survey and learn from both, says Brian Pettigrew, committee chair and director of the Student-Environment Study Group.

The October 1992 morale survey was intended as a catalyst for

change, says Pettigrew. Now, the steering committee is "trying to get some sense of what people did with it."

The results of the original survey were tabulated and returned to departments for discussion and possible action. The steering committee wants to find out the extent to which the survey results were used to make improvements in departments, says Pettigrew. Armed with that information, the committee can determine whether or not to proceed with the survey, then can look at ways to improve the survey itself.

The original survey was meant to be the first of many periodic checks that would identify and provide a basis for the University and individual departments to address morale problems.

Over the next month, the committee will ask faculty and staff for their views on the first survey. Using submissions and meetings with employee groups, the committee will make a recommendation in May to the new president about proceeding with a second morale survey, says Pettigrew.

"We will not succeed without the co-operation of all employ-

ees," he says.

Although he hasn't heard "any contrary voices about proceeding" with a second survey, concerns have been raised. If people didn't generally see any changes resulting from the first survey, they may not see the point of a second, he says.

In a recent letter to the steering committee, acting president Jack MacDonald said there was general support for conducting a second morale survey among members of the employee group-based consultative forum and the Vice-President's Advisory Council.

Steering committee members represent a broad cross-section of employees. They are David Boeckner, Hospitality and Retail Services; Prof. Don Grieve, chair of the Department of Animal and Poultry Science; Prof. Mario LaFortune, Human Biology; Hume Porteous, Veterinary Teaching Hospital; Dhana Redman, Computing and Communications Services; and Peter Schmidt, Physical Resources. There is one student position on the committee, yet to be filled. □

Thought for the week

Confidence is simply that quiet assured feeling you have before you fall flat on your face.

L. Binder

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OMAF restructuring exercise identifies six new program areas

by Owen Roberts, Office of Research

Six consolidated research programs, streamlined administration and a faculty bidding system are among the highlights of a major proposal to restructure the University research agreement with the Ontario Ministry of Agriculture and Food (OMAF).

Since last October, various task forces and committees have been intensively preparing and refining a proposal to enhance flexibility, responsiveness and efficiency in the management and deployment of agreement funds. A detailed description of the proposal is included in this issue of *At Guelph*.

"The manner in which we handle the agreement needs significant and dramatic changes so that we can best continue to support Ontario's agriculture and food system into the next century," says Prof. Larry Milligan, vice-president for research.

"Agreement resources must be directly linked to the research programs for the University to have the flexibility it needs to focus activity and achieve the kinds of research results that will positively influence peoples' lives and livelihood," he says.

This year, the agreement will provide \$33.6 million for agrifood research and education at U of G, by far the biggest single external source of research support. Despite that commitment, however, 1992/93 also marked the first year OMAF's financial support for the agreement decreased, the result of Queen's Park cut-backs. And there is no immediate relief in sight — OMAF and other ministries are scheduled to take further budget cuts.

"Clearly, the combination of reduced agreement funding and escalating costs, including the costs of salaries and benefits, necessitate a very serious examination of our procedures and management of the agreement," says Milligan.

"There is no question that the agreement is a tremendous asset to the University and the people of Ontario. Our researchers have accomplished a great deal through its support, and their research findings have been rapidly and consistently incorporated into practice. But we must regroup and determine how we can do an even better job in the future, to leverage support and build partnerships leading to further advances in the agri-food sector."

Prof. Alan Meek, Population Medicine, who had extensive dealings with the OMAF agreement as associate dean of OVC, was seconded to co-ordinate a restructuring exercise that would allow a greater cross-section of faculty to apply their expertise to the agreement, directly link support and infrastructure with

streamlined research programs and create a more focused administrative system.

Two task forces were created — one concerned with administration, the other with research programs — to channel ideas and proposals into a broadly based steering committee of major participants in the University/OMAF agreement, including all deans. Last month, the proposal received the endorsement of the steering committee and the University's senior executive group, and is now proceeding to public forum.

"I applaud the University for its initiative in restructuring the administration of the agreement so that resources can be focused on the areas of highest priority," says Norris Hoag, OMAF's executive director of education and research. "The accelerating rate of change in technology has never been more evident than now. To remain a vital force in working with our clients and to be globally competitive, the OMAF/University partnership has to position itself to provide the appropriate technologies."

Key recommendations of the proposal include:

- Establish a mission "to support the long-term global competitiveness and sustainability of Ontario's agriculture and food system through excellence in research and education."
- Streamline bureaucracy and establish a single administrative unit within the University responsible for planning,

See OMAF on page 2

Inside:

- Students can veto new ancillary fees 3
- B of G accountable for health, safety 3
- Banking on the future . . . 5
- Sharpen up those pencils for *At Guelph's* new crossword puzzle. See page 7.

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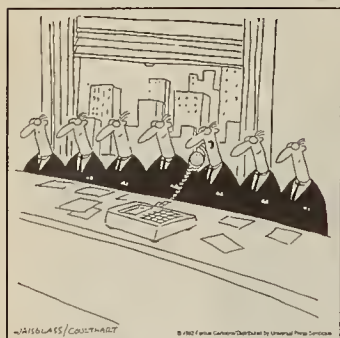
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OMAF restructuring

Continued from page 1

budgeting and accountability for agreement funds.

- Restructure the current 24 research programs into six focused on plants, animals, food, the environment, rural communities and systems (dealing holistically with issues at the farm and higher levels of organization); establish stronger links between research programs and stakeholders; phase existing projects and programs into the new structure.

- Directly link funds, facilities and support personnel with the programs, and establish a process so that resources can more readily be shifted to address identified needs.
- Create a bid system under which faculty submit research proposals to meet the goals of the new programs; separate individual faculty salaries from the agreement to enhance flexibility and allow greater opportunity to draw on the intellectual capacity of faculty from across campus.
- Base project accountability primarily on results achieved and secondarily on measuring inputs such as overall full-time equivalencies level of effort.
- Harmonize education programs (such as the diploma program and technology transfer activity) both within the University and with OMAF.
- Discontinue service programs that do not support the research mission; incorporate all others under a research or education program.

OAC Dean Rob McLaughlin says the restructuring exercise will promote an internal research climate conducive to interdisciplinary work.

"Streamlining the existing programs into fewer program areas will lead to a greater emphasis on systems approaches to issues," he says. "That means broader expertise, bringing together researchers who may currently be unaware of each others' ideas, even though they have some similar interests."

McLaughlin says researchers involved in the agreement will have to understand how their disciplines relate to the mission and to the mandate of the program.

"This will get people talking together, and I think the exposure will ultimately create some chemistry that will spark research programs with wider involvement from across campus."

The proposal will be presented at town hall meetings March 24 from 10:15 to 11:45 a.m. and March 25 from 9:15 to 10:45 a.m. in Room 1714 of the OVC Learning Centre. Everyone from the University community with an interest in the agreement is welcome to attend.

Meanwhile, Milligan is soliciting input on how to put the principles and concepts of the restructuring plan into action. He can be reached at Ext. 6926 or by fax at 837-1639. □

Commentary

New president will face many differences

by Marion Steele

When someone from a Canadian institution is appointed to U of G, we generally know what kind of environment he or she comes from.

Our new president, however, is from an American institution that is unknown to most of us.

U.S. universities and colleges are much more diverse than Canadian ones. To know that our president comes from a U.S. institution tells us, by itself, very little.

Fortunately, it's not difficult to learn more, using the U.S. News and World Report's *America's Best Colleges: 1992 College Guide* and the College Board's *College Handbook 1992*. They contain a wealth of information, some of which is presented in the tables below.

Information is given for Wagner College, our new president's current institution, and for the other two institutions where he gained most of his teaching and ad-

ministrative experience, Fairleigh Dickinson University (FDU) and Adelphi University.

To put this information in context, data are also provided for a variety of other U.S. institutions, nine of them in New York State.

In the tables, SAT refers to the College Board's Scholastic Aptitude Test. The score range for this test is 200 to 800. In the 1950s, the mean score on this test was about 500 for both verbal and mathematical sections, but the current verbal mean score is roughly 430.

It should be noted that the data for FDU reflect the fact that the university consists of four suburban campuses in large towns between four and 35 miles from New York City (quotes reflect College Board standard descriptions).

The sources give most data for FDU separately by campus; most such data were aggregated for the purpose of the tables.

One item was treated differently. Because of the distance be-

tween campuses, it seemed reasonable to give the mean number of periodical subscriptions as an indicator of the scholarly resources easily available to students and faculty.

It is clear from these tables that the nature of the institutions where our new president has spent most of his career is vastly different from that of U of G. The undergraduates, graduate students, faculty and the emphasis on research requiring the use of library resources all appear to be much different.

Members of the U of G community have their work cut out for them. The new president must be made fully aware of the immensity of the differences between his previous institutions and Guelph. Solutions to problems at Adelphi, FDU and Wagner are apt to be quite inappropriate as solutions to similar problems here.

Prof. Marion Steele is a faculty member in the Department of Economics.

Undergraduate characteristics and ranking, selected universities and colleges.

Institution	Tuition fees*	Rank*	First-year students		All undergrads	
			SAT score*	Top 10% HS†	No.	Full-time
Adelphi University	\$8,800	103-153, U	510	8%	4,813	68%
Fairleigh Dickinson U.	\$9,240	unranked	463	11%	9,944	98%
Wagner College	\$9,750	unranked	475	12%	1,255	90%
Others, New York State						
Dominican College of Blauvelt	\$6,600	unranked	443	n.a.	1,495	42%
St. Thomas Aquinas College	\$6,600	unranked	425	8%	1,502	75%
St. Lawrence U.	\$15,620	36-70, L	530	20%	1,967	98%
CUNY, Queens College	\$1,800	unranked	535	n.a.	14,508	61%
SUNY, Buffalo	\$2,150	26-51, U	555	37%	18,831	75%
U. of Rochester	\$15,150	26-51, U	573	50%	4,973	97%
Vassar College	\$16,250	13, L	625	57%	2,653	93%
Columbia College‡	\$15,500	9, U	638*	79%	3,243	100%
Cornell U.	\$16,214	12, U	640	82%	12,420	100%
Other institutions						
Harvard College		1, U	685	90%		
Williams College		1, L	668	79%		

* Tuition, 1991-92, U. S. dollars, for in-state students. Source: USG. † Rank assigned by USG. U refers to "national universities." L refers to liberal arts colleges. ‡ One half of "Average/midpoint" SAT score, yielding estimated mean of SAT-verbal and SAT-mathematical scores. 1990 data. Source: USG. § Percentage of first year students in top 10% of high school class. 1990 data. Source: USG. ¶ 1990 data. Source: CB. † Columbia College is an undergraduate college of Columbia University. * Mean for Columbia University.

Other characteristics, selected universities and colleges.

Institution	Grad. students		Faculty			Periodicals (x 1000)
	No.	Full-time	No.	Full-time	PhDs*	
Adelphi University	3,941	16%	724	94%	29%	2.9
Fairleigh Dickinson U.	3,702	37%	659	60%	n.a.	0.9* (3.6)
Wagner College	294	12%	155	45%	90%	1.0
Others, New York State						
Dominican College of Blauvelt	0	--	132	39%	29%	0.7
St. Thomas Aquinas College	53	0	124	60%	44%	0.9
St. Lawrence U.	124	11%	197	94%	85%	0.9
CUNY, Queens College	3,561	9%	1,302	52%	52%	4.1
SUNY, Buffalo	8,812	55%	2,213	71%	6	13.1
U. of Rochester	3,404	79%	1,303	92%	96%	16.0
Vassar College	0	--	214	89%	90%	3.9
Columbia College‡	0	--	386	n.a.	100%	20.0
Cornell U.	5,549	100%	1,631	97%	94%	60.3
Other institutions						
University of Guelph	1,573†	86%‡				approx 5.0*

* Percentage with PhD or other terminal degree. † Average for four campuses. Total for the four campuses is given in parentheses. ‡ Percentage of full-time faculty with PhD or other terminal degree is 98%. Source: USG. § As of Nov. 1991. Source: Univ. of Guelph Undergraduate Calendar. ¶ As of January, 1993. Source: At Guelph. Note: all data are taken from The College Board, *The College Handbook*, 1992 unless otherwise indicated; n.a. means not available.

At Guelph

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Agreement gives students veto power on new ancillary fees

by Martha Tancock
University Communications

From now on, students will have veto power over new compulsory non-academic fees.

Under a recently drafted — and unique — set of rules governing ancillary fees, the University and student governments have agreed that no new compulsory fees can be levied without a student referendum, that a referendum must be held before those fees can be increased by more than the cost of living, and that fees can only be spent on projects they were levied for.

Good protection

Graduate Students Association (GSA) president Christine Gottardo says this is good protection for students because neither administration nor student governments can arbitrarily impose new fees and the University is more accountable for the fees it collects.

In 1991/93, full-time undergraduates paid \$96.90 per semester in compulsory fees for an athletic building, athletics, student health insurance, health services and the University Centre. This year, student health insurance fees went up 38 per cent and athletics fees rose almost five per cent.

Non-compulsory fees for student newspapers, governments, the radio station, the Women's Resource Centre and bus service, along with fees for service, may continue to be charged by the administration and student governments, says the agreement.

First in Ontario

The eight-point agreement is the first to set down ground rules for levying ancillary fees at U of G. It's also a first among universities in Ontario and possibly Canada, says Nona Robinson, president of the

Central Student Association. "We're hoping this will be an example for other universities," she says.

Robinson and GSA external vice-president Rick Smith hammered out the document with Brian Sullivan, associate vice-president for student affairs.

MCU request

The University asked for their ideas after receiving a request from the Ministry of Colleges and Universities (MCU) for guidelines on ancillary fees. This working agreement will also be their joint response.

Unlike tuition fees, ancillary fees aren't regulated at Ontario universities. Responding to concerns from students, MCU asked universities to review four suggestions for establishing ancillary fee rules.

Robinson and Smith came up with their own guidelines, and the final document reflects a compromise between administration and students, Robinson says.

Working together

"We thought the administration was unlikely to agree with our suggestions . . . so we were delighted when they agreed," she says. "For the University to recognize student input on how much they should pay for fees is fantastic. It demonstrates that when the administration and students work together, they can actually get something concrete."

In a letter to acting president Jack MacDonald, Sullivan says the agreement "respects the needs and prerogatives of the parties involved and will go a long way toward restoring confidence and stability in this area of our relations with students." □

We wanna see the cows!

The free stage and exhibits in the University Centre during College Royal open house drew a steady stream of interested visitors on the weekend, but they were too tame for miniature schnauzers Geordie and MacGregor. Instead, the dogs wanted their owner, Brett Davis, a graduate student in the Department of Microbiology, to take them to the OAC barn to see the cows. They were out of luck, however. Worried that the cows would get too excited, Davis relegated the dogs to the car while he visited the barn.

Photo by Maurice Olsh, University Communications



B of G accountable for health, safety

Responsibility for health, safety and environmental protection in the workplace continues to lie mainly with supervisors, but a revised U of G policy also defines the responsibility of Board of Governors for monitoring Guelph's performance in these areas.

This link to B of G is the new component of the updated policy, says John Campbell, manager of Environmental Health and Safety. The policy "reflects the thrust of current legislation and the reality of what's required to manage risk in the workplace today," he says.

The policy also declares the University's commitment to providing a healthy and safe workplace, offering programs and information about environmental safety, and making contractors working on campus aware of U of G's safety standards.

The previous policy drafted in

1971 stood the test of time, says Campbell, but it needed revision to reflect current environmental and health and safety legislation. Today's legislation contains greater emphasis on management accountability and liability for environmental and occupational health and safety, he says.

"Health and safety legislation prescribes that organizations draft policy statements that clearly identify accountability."

B of G has requested more health and safety reports. Presented annually in the past, they will now be made more frequently to the board's audit committee.

Changes in legislation over the past few years came about "because of statistics that clearly indicated a demonstrated overall record in the province that had not been good with respect to injuries and health and environmental

protection," says Campbell. U of G, lumped by the province along with other institutions and industry in general, has a comparatively good record, he says.

The new campus policy was introduced in January and stresses the responsibility of all supervisors to be vigilant about worker safety. It also reflects a legislative thrust to "increase employee responsibility and rights for health and safety," Campbell says. "The law is clearly structured to ensure that employees are really involved in the process."

Over the years, employees have played an increasing role in campus health and safety committees, he says. "If workplace and environmental risks are to be managed successfully . . . the role played by employees on committees and in safety audit functions must be encouraged and expanded." □

Women and men must share in nurturing children: Steinem



Gloria Steinem, left, signs copies of her book *Revolution from Within* following her talk last week in Peter Clark Hall.

Photo by Martha Tancock, University Communications

by Martha Tancock
University Communications

The key to changing the world lies in how we raise our children.

That's what America's best-known feminist, Gloria Steinem, told the predominantly female crowd that packed Peter Clark Hall March 10.

"We need men to raise infants and children as much as women do," said Steinem, who was in Guelph to promote her book *Revolution from Within*. "Unless children see loving, nurturing men, they will go on cutting off those qualities" that make them whole persons.

In our patriarchal society, roles are polarized and children learn to wear "gender masks," she said. The masks hide the shame of possessing qualities that don't conform to gender stereotypes. Empathy, compassion, patience are devalued in boys; willingness to explore and deal with conflict and challenge are devalued in girls.

But we all have the full circle of human qualities, she said.

"We've spent the first 20 to 25 years of the women's movement proving that women can do what men do . . . but we haven't even begun to demonstrate that men can do what women can do. Clearly we have a lot of distance to go here."

Inside every baby is the seed of a person, said Steinem, one of the co-founders of *Ms. Magazine*. "Our job is to nurture the seed. But if we try to tell a petunia we wish it were a tulip, we're only going to get a petunia ashamed of not being a tulip."

How we raise our children is also the key to arms control, said Steinem. "We're going to go on killing each other as long as we raise them with violence" — not only physical but psychological violence.

She said children brought up in extremely authoritarian households learn that the world is

divided into victims and victimizers. In class, ethnic and racial struggles, there is a constant battle over who is the victimizer because the only other choice is being a victim. Understanding this pattern has helped her relate to the struggles of others, she said.

Calling herself an "outside agitator," Steinem talked about the importance of realizing that the personal is political and the political is personal. "We need to look at the personal; we need to share the personal to see what the political themes are."

The civil rights movement began when blacks shared their experiences in rap groups, she said. The Chinese revolution gained strength when oppressed people shared their experiences in small speaking groups. She encouraged women — and men — to form "revolutionary cells."

Proceeds from Steinem's talk were donated to Guelph-Welington Women in Crisis. □

Letters to the editor

Collective action needed to comply with human rights legislation

In the Feb. 24 issue of *At Guelph*, Eva Kratochvil asks what academic, moral, human and philosophical reason there is to appoint Indira Ganasehall human rights adviser.

The Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code prohibit us from denying educational and employment opportunities and benefits to members of Canadian society on the basis of their race, color, ancestry, place of birth, ethnic group, citizenship, religion, sex, disability, sexual orientation, age, marital status, family status, receipt of welfare benefits or criminal record.

Kratochvil says she has experienced little racial discrimination in Canada and describes Canadians as "so tolerant and polite that they do not object if jobs and positions go to less qualified people, to those who fill some politically correct objective like a quota for visible minorities." In spite of our human rights legislation, Kratochvil's experience and convictions are not uniformly shared.

Particular groups of Canadians can expect to achieve poorer employment status than the rest of

the population, regardless of their abilities. Analyses of university employment are informative with respect to educational opportunity, because attainment of faculty rank is contingent on completion of advanced academic training.

Again, particular groups of Canadians are strikingly absent from the professoriate despite evidence that, given educational opportunity, their qualifications equal those of other citizens. (See, for example, the U of G Employment Equity Assessment of 1991, available from the Employment and Educational Equity Office). Reports of racial discrimination against our students, staff and faculty are not rare.

The job of U of G's Employment and Educational Equity Office is to identify the systemic or institutional barriers that block whole

groups of people from attaining University employment or education for reasons not related to their abilities, leading the University's efforts to eliminate those barriers.

Although positive measures to address demonstrated inequities are permitted under Canadian human rights legislation, no quota system for recruitment has been applied within this University.

In contrast to the mandate of the equity office, the job of the human rights advisor is to lead us towards addressing individual allegations of discrimination. Like the University's sexual harassment advisers, the human rights adviser will lead us towards protecting both those who complain that their rights have been violated and those against whom such complaints are lodged.

Creation of this position pro-

vides overdue recognition that we won't attain compliance with the provisions of human rights legislation without collective action.

Kratochvil asks whether the University is suggesting through Ganasehall's appointment "that whoever goes through some bitter experience is therefore qualified to teach others how not to behave outrageously towards others?" No, Ganasehall's professional qualifications are evident.

Did Kratochvil seek an opportunity to address the needs of Canadians less fortunate than herself by becoming U of G's human rights adviser? Apparently not. I am grateful that Ganasehall is offering us her life experience and professional training by undertaking her challenging new role.

Prof. Janet Wood
Microbiology

Administration has confidence in new human rights adviser

The University's motivation for appointing a human rights adviser and particularly the appointment of Indira Ganasehall to the position were questioned in a recent letter to *At Guelph*.

Members of the administration acknowledge that our community is not free of discrimination, whether it is directed at people based on their color, ethnic origins, disabilities or other grounds.

Furthermore, the administration recognizes that it has a responsibility to take steps to eliminate discrimination at U of G. One of those steps is the appointment of Ganasehall as human rights adviser.

I am confident that the search committee selected her because she was the best candidate and that she is performing her duties capably.

Her recent appointment to the selection committee for a new director of Security Services is evidence of our confidence in her abilities.

Another step, taken by acting president Jack MacDonald, is the appointment of a Task Force on Human Rights (see *At Guelph*, Jan. 13).

We look forward to receiving the task force's suggestions regarding additional steps that the University might take in its efforts to create a campus environment free of discrimination.

Prof. Leonard Conolly
Acting Academic
Vice-President

Position is only lip service without ongoing support

We are student members of the selection committee that hired U of G's human rights adviser, Indira Ganasehall, and we initially intended to respond to the comments made by Eva Kratochvil in the Feb. 24 *At Guelph*. But we believe the issue has been sufficiently addressed in several letters to the editor. What has been missing, however, is the administration's response in support of the human rights adviser position.

We are surprised that the acting president or his representatives did not respond promptly to Kratochvil's perception that racism does not exist at U of G.

Unfortunately, despite widespread evidence of racial discrimination and systemic racism on campus, the administration has consistently failed to concretely acknowledge this problem exists at Guelph.

At a time when many Canadian universities have full-time race relations officers, Guelph has a human rights adviser working 14 hours a week to deal with not only racial problems, but also the concerns of women, persons with disabilities, gays, lesbians and others. Needless to say, constant requests for help in addressing discrimination have required hours far in excess of 14.

Members of the administration may have created the position, but without their support, the effort is mere lip service. Evidence of the lack of support was demonstrated when more than a month had passed after Ganasehall's hiring before she was supplied with an office and a confidential phone. In

fact, she was forced to "creatively" acquire office furniture. Publicity has been limited and signage is nowhere to be found.

Systemic discrimination is often difficult to pinpoint, but the administration has provided an indisputable example. We believe that a white male added to the staff would not have faced these barriers after being hired.

In efforts to be "politically correct," the administration has once again responded with tokenism. Let's fulfil our obligation of creating a positive environment for all and provide adequate support for our human rights adviser.

David Giuliano, Rural
Extension Studies; Sonia
Morin, Biological Sciences;
and Av Singh, Crop Science

University will not enter debate

I have received a letter from the acting president informing me that the president's Executive Group has decided not to intervene on behalf of U of G in the debate over the use of the du Maurier name for the Guelph civic centre.

The City of Guelph is set to adopt a policy for use of the centre that would require all users, including U of G, to promote du Maurier cigarettes in every program, ticket and advertisement for every event held in the theatre.

Members of the University community may believe it's not ap-

propriate for either the University as a user or the city as an owner to associate a public facility with a hazardous product. Anyone with an opinion on this matter should write to city council members. A decision on the use of the civic centre to promote the use of cigarettes will be made at the April 5 council meeting.

Prof. Hugh Whiteley
School of Engineering

A stylish matter

I was enlightened by the Feb. 24 article "At Guelph is Guided by an Editorial Policy." What especially caught my attention was that *At Guelph* uses the *Canadian Press Stylebook*, because we have been notified by the administration that the official University style manual is that of the *Globe and Mail*.

Regardless, perhaps you know which stylebook many people on campus actually use — the one that says ie (no periods) substitutes for eg (ditto) or vice versa, neither of which is ever separated by commas; commas go any place, you happen to think of them; and quotation marks go inside commas and periods, "like this", but never "like this."

Prof. Robert Lewis
HAF



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Moratorium called

At Guelph is calling a moratorium on letters about U of G's human rights adviser. Anyone wishing to make further comments should direct them to the principals involved. □

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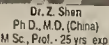
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Looking towards the future

A proposal for restructuring the OMAF agreement

by Owen Roberts, Office of Research

Monumental changes are taking place in agriculture. Food safety issues, value-added products and processes, biotechnology, concern for the environment, international competitiveness and sustainability reflect how the industry has moved from being resource based to technologically, socially and globally driven.

Stakeholders in the research process — society, agricultural producers, commodity groups and industry — are becoming increasingly sophisticated and precise in their research requirements and expectations of accountability. At the same time, the amount of money available for research is shrinking while costs are rising.

All these changes are the impetus for a major restructuring of the unique agreement for agricultural research between the University of Guelph and the Ontario Ministry of Agriculture and Food (OMAF). The agreement's most fundamental elements, including the strategic research programs it supports and the infrastructure that serves it, are being revised to ensure they're flexible enough to keep serving the agrifood system and Ontario society into the next century.

The goal is to make the agreement more dynamic, streamlined and responsive. It's expected that the restructuring will result in significant and noticeable changes in its management. Proposed measures include the creation of a streamlined administrative structure to promote integrated planning and accountability, and a faculty bidding system for research support.

A tradition of excellence and results

The act that created U of G in 1964 granted special responsibility to the University for research and teaching in agriculture and veterinary medicine. That was the foundation of the University/OMAF agreement — to conduct agrifood research, education and extension programs on behalf of Ontario citizens.

U of G is uniquely qualified to conduct research in an agreement with OMAF. The ministry and the University have roots dating back to the founding of OAC and OVC in the late 1800s.

Guelph has a breadth and depth of research capability encompassing all major aspects of agriculture, food and rural communities, and is the largest site for such research in Canada. Its international and domestic reputations are exemplary, encompassing a wide network of alumni and contacts in the public and private sectors.

Since its inception in 1965, the agreement has mutually benefited both parties. For the University, it regularly accounts for about 20 per cent of operating revenue and nearly 50 per cent of external research resources (the agreement is \$33.6 million this year).

For the people of Ontario, research conducted through the agreement has resulted in numerous developments (see accompanying story), including new crop varieties and a vaccine against shipping fever in cattle. Many of these accomplishments have generated revenues and royalties that have been channelled back into further research and development.

To maintain the agreement's momentum, new parameters are needed. Although 1992/93 marked the first time agreement funding has declined, positions have been eliminated or cancelled for at least the past five years to meet the shortfall between increases in OMAF funding and rising costs of operation. In fact, since 1987/88, faculty and staff full-time equivalencies (FTEs) supported by the agreement have dropped 13 and 12 per cent respectively.

A mission to drive the new direction

Central to the proposed changes is a mission statement highlighting U of G's unique capabilities, which will serve as the foundation of future research. The mission is to support the long-term global competitiveness and sustainability of Ontario's

agriculture and food system through excellence in research and education.

In this context, sustainability is meant to synthesize the definition put forward by the United Nations Brundtland commission on environment and development (meeting the needs of the present without compromising the ability of future generations to meet their own needs) with the following elements of sustainable agriculture:

- maintain or enhance environmental quality, wisely use non-renewable resources and promote the maintenance of renewable resources, including plant and animal species;
- produce safe and nutritious food to meet human needs;
- enhance the quality of life in rural communities in terms of social, esthetic, economic and other conditions; and
- ensure competitiveness — the ability to profitably gain and maintain market share in domestic and export markets.

Research programs will be designed in support of the mission. The programs will be developed within a framework that encompasses a systems approach to aid research that spans — yet recognizes — commodities and disciplines.

An overall expectation is that the programs will position the University to better fulfil the goals of the agreement, forge partnerships with private industry and obtain other government funding.

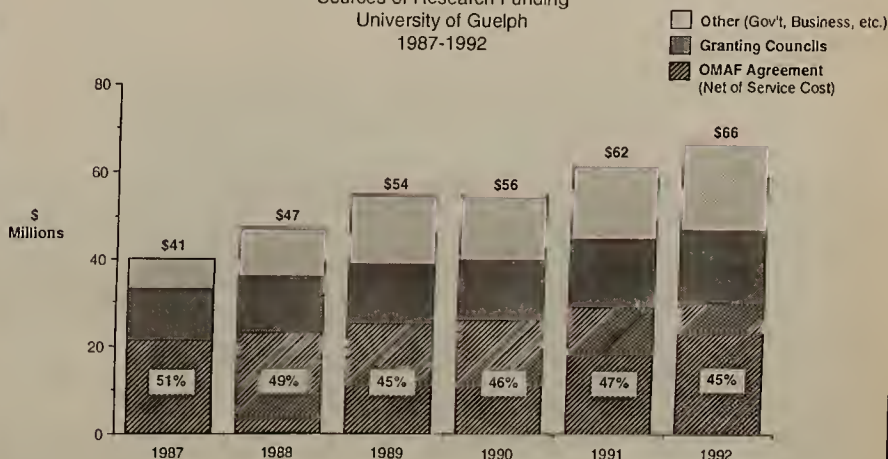
Twenty-eight-year partnership yields array of accomplishments

In the 28 years since U of G and the Ontario Ministry of Agriculture and Food became partners in agricultural research through the OMAF agreement, their collaboration has paid off with a wide array of accomplishments that have reaped big benefits for the agrifood industry and society in general. Here are a few of the recent developments that have been achieved:

- OVC researchers Bruce Wilkie and Patricia Shewen developed a vaccine to control shipping fever in cattle — a respiratory disease that costs North American producers of feedlot cattle an estimated \$600 million a year. Over 10 years of research, Wilkie and Shewen discovered the disease was not caused by a bacterium, as previously thought, but by a toxin produced by the bacterium. The vaccine is sold in Canada under the brand name Presponse.
- The world's first quadruplet calves developed from a split four-cell embryo were born at U of G — the result of an embryo production and micromanipulation technique. The calves all started life as the same one-cell embryo, called a zygote. After fertilization, the zygote was cultured in an incubator. When it reached the four-cell stage, it was divided into four separate cells.
- OMAF support has funded the development of numerous plant germplasm enhancements and varieties. These include 22 corn inbreds, two corn hybrids and more than 200 elite lines of soybean and canola released to commercial seed firms for domestic or export markets.
- A mutation associated with malignant hyperthermia in swine — a disease that costs the pork industry an estimated \$1 billion a year worldwide — has been identified. The mutation was identified by sequencing the gene in normal and abnormal swine from U of G. A 100-per-cent correlation was found between DNA-based tests from the University of Toronto lab of David MacLennan and physiological/biochemical tests used by Guelph pathology professor Peter O'Brien for diagnosing the condition. From these findings, the scientists developed a blood test using modern molecular biological techniques to identify the mutation in individual swine.
- Minimum tillage management systems have advanced conservation tillage to more than 20 per cent of field crop fields. Evaluation of rotations with corn has dramatically increased rotation practices and assisted in reduction of insecticide applications for corn rootworm control.
- Shallow plastic-lined trenches dug in beetle-infested potato fields have trapped up to 80 per cent of the insects crawling from one field to another. This is a much more effective way of killing the pests, most of which are resisting insecticides at a growing rate.
- OVC scientists have created a respiratory device for horses with a debilitating asthma-like condition called heaves. The device borrows the metered-dose inhaler technology that has been developed for humans with asthma.
- A unique diagnostic test for an incurable sheep and goat disease has been developed by scientists at Guelph and the University of Arizona. Caseous lymphadenitis (CLA) affects 30 to 40 per cent of the flocks and herds in most major sheep- and goat-producing areas, but is difficult to detect. OVC researchers have developed a diagnostic test that could be used for confirming a suspected case, screening new additions to flocks and herds and eliminating the disease from farms that already have it.

The OMAF Agreement constitutes almost 50% of research funding at the University of Guelph

Sources of Research Funding
University of Guelph
1987-1992



Highlighting strategic program areas

Streamlining programs and instituting specific accountability measures and mechanisms for reallocating resources will offer the strategic direction and flexibility needed to succeed in the changing environment, according to the program's architects. They're recommending that the current 24 research programs be restructured to six broad programs:

- environment (air, soil and water)
- plants
- animals
- rural communities
- food
- systems (including agro-ecosystems and full-sector analysis).

Each program would have a program leader (a seconded faculty member) and an advisory structure, including both University and external community members, who would work with program groups on an ongoing basis to develop strategic thrusts and review progress. Program leaders would work as a group to co-ordinate activities across programs.

The program groups will enunciate their procedures for operation. Central to their deliberations will be the creation of a bidding and selection process for faculty projects in support of the programs. Procedures will be developed for calling for proposals, reviewing and revising them and, on selection, creating internal contracts between researchers and program leaders.

New programs are to take responsibility for all aspects of the research in their area. This would include research infrastructure (research stations, technical support and equipment), the transition from current programs, and external partnerships and technology transfer.

Continuing education and extension programs would be restructured to provide technology transfer for the research programs. Service programs that do not



Naida Loskutoff and Prof. Walter Johnson of OVC show off the Fab Four — John, Paul, George and Ringo — the world's first quadruplet calves developed from a split four-cell embryo.
Photo by Sherry MacKay, Office of Research

support the research mission would be discontinued or incorporated under a research or education program.

Setting the plan in motion

The new system will provide more opportunity for faculty outside current OMAF-funded departments to consider applying their ideas and skills to the issues being addressed through the agreement.

Currently, those faculty who have part of their salary identified as being paid from the agreement are expected to carry out the research and plan the future of the programs. This largely excludes the input of other faculty. The plan is to stop designating any specific salaries as being paid from the agreement, so any faculty member working in an area pertinent to a program would have the opportunity for input and bidding.

According to the proposed system, project accountability would be based primarily on results achieved, rather than solely on measuring inputs such as overall FTE level of effort.

Externally, program advisory committee members would foster active links with stakeholders and address the needs expressed by the Ontario Agricultural Services Co-ordinating Committee, to ensure that the scope and strategic direction of the program reflects the needs of society.

Single, central administrative unit

To focus on the mission and help manage the proposed system, a single central administrative unit will be created with overall responsibility for procedures and operations in five key areas:

- planning and program resource allocation;
- program development and project planning;
- project resource allocation and financial systems;
- program review; and
- program and project accountability.

The proposed unit improves on the existing management structure, which is highly decentralized and rigid. The current structure leaves little flexibility for shifting research priorities, especially if the movement of resources among departments or budgets is required.

The new unit is being designed to transcend this obstacle. It will work closely with program leaders and provide a central reference point for procedures such as assigning technicians and support staff, training to ensure that capabilities meet the needs of the research programs, and operating the research stations. The emphasis will be on fulfilling support and skill needs of leading-edge programs.

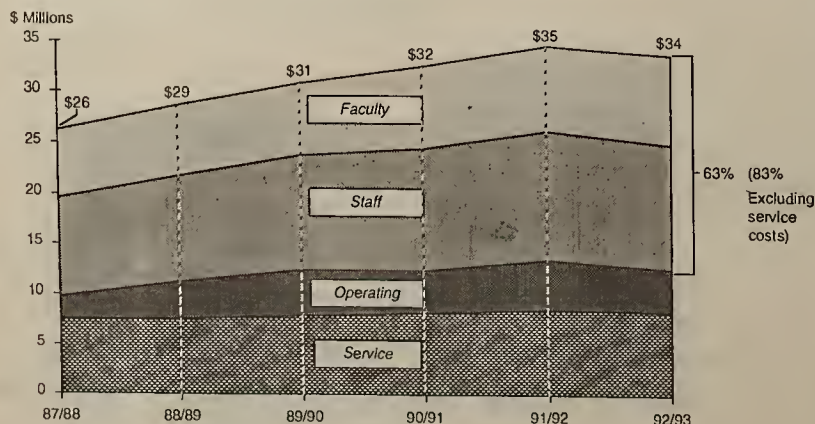
According to the proposal, use of research stations would be either through winning a project bid or on a full cost-recovery basis.

Mission statement:

"To support the long-term global competitiveness and sustainability of Ontario's agriculture and food system through excellence in research and education."

Personnel costs comprise over 60% of Agreement expenditures, and over 80% excluding service costs

OMAF Agreement 1987/88 - 1992/93



Proposed strategic areas:

- environment (air, soil and water)
- plants
- animals
- rural communities
- food
- food systems (including agro-ecosystems and full-sector analysis)

What's next?

After the appointment of program leaders and advisory committees, tentatively scheduled for May 1993, development of the strategic objectives and operational procedures of the research programs will begin. These are to be presented to the Agricultural Research Institute of Ontario by fall.

The first research proposals could be requested in early 1994, with projects selected and infrastructure adjustments made soon afterward. Selection would include peer scientific review.

From a staffing perspective, the precise implications of the proposal are being worked out, and representatives of the various employee groups will be consulted.

Groups are being assembled to develop strategies for implementing the personnel aspects of the plan and to make the financial projections more detailed. These groups will be seeking feedback from the community as issues become clearer.

Service costs are being examined as part of a regular triennial review process. It is anticipated that these will be reduced — reflecting the administrative review recently completed by the University — and that the process for their calculation will be simplified.

Beneficial to both partners

The University/OMAF agreement has a history of mutual benefit to both partners. The new system will maintain that tradition.

- The mission statement will provide a strategic focus for agreement activity.
- Understanding and communication of the University's research structures will be greatly enhanced.
- Other stakeholders such as industry and commodity groups will be real partners — along with OMAF — in the research activity at the University.
- All infrastructure and support resources will be clearly identified and directly aligned with the programs.
- Research activity will be broadened to include greater emphasis on food processing, the environment and rural communities, which are OMAF and societal priorities.
- There will be greater opportunity to draw on the intellectual capability of faculty from across the University to focus on strategic needs.
- Staff will have greater training and career development opportunities.
- More of the agreement funds will be focused on achieving the strategic goals of the programs.

Anyone wishing to make comments or offer suggestions about this restructuring proposal should contact the chair of the OMAF Agreement Restructuring Steering Committee, Prof. Larry Milligan, vice-president for research. He can be reached at Ext. 6926 or by fax at 837-1639. □



Animal science professor Brian Kennedy is part of a team working to help farmers evaluate the genetic potential of their livestock. Photo by Angela Bart

Crop science professor Clarence Swanton is conducting field tests on genetically engineered soybeans to evaluate their ability to perform under field conditions. U of G was one of the first institutions in Canada to field test transgenic plants. Other transgenic crops Guelph has tested are alfalfa and canola. Field testing is carried out at the Elora Research Station.

Photo by Sherry MacKay, Office of Research



The mission statement is translated into programs of research through articulating broad research objectives

- Research should be undertaken which accommodates the following:
 - Optimizes the economic output of farming systems and ensures that the agriculture and food industry can compete both nationally and internationally, and do so on an ongoing basis
 - Maintains natural resources and the quality of the environment
 - Provides for an understanding of the interaction and interdependence of the components of systems at the farm and higher levels of organization
 - Ensures a safe and nutritious food supply
 - Contributes to the quality of rural communities
 - Ensures ethical animal care practices
- Research programs should:
 - Fulfill the research mission of the Agreement
 - Foster the highest quality research
 - Broaden our focus from one based primarily on animal and plant production to include greater emphasis on the environment, rural communities, food processing, and value addition
 - Encompass a systems approach and facilitate research that spans commodities and disciplines
 - At the same time ensure that we are able to demonstrate level of effort by commodity
 - Position us well to forge partnerships with private industry and leverage other government funding

It is recommended that a joint University of Guelph and OMAF working group be struck to develop a coordinated approach to technology transfer for the Agreement that supports the research mission

Continuing Education

- The group should examine all current activity, the needs of client groups (OMAF staff, veterinarians, producers and industry), and opportunities to move towards cost recovery, and propose a plan for meeting these needs in keeping with the guiding principles and new structure for the OMAF Agreement

Diploma

- The group should assess the feasibility of consolidating the distance Diploma program (currently in Independent Studies) under the diploma program

Service programs that do not support the research mission would be discontinued; all others should be incorporated under a research or education program

Service Programs	Proposal
Program 58 Ontario Beef Performance	• Work with OMAF to privatize or discontinue program
Program 59 Sire and Cow Evaluation	• Incorporate under new Animal program
Program 60 Ram Performance Test	• Work with OMAF to privatize or discontinue program
Program 63 Vet. Diagnostic and Consultation	• Incorporate under CE program
Program 64 S.P.F. Services	• Being wound down; transfer remaining funds to appropriate research program
Program 68 Pest Diagnostic Service	• In process of being transferred to OMAF

The new unit would focus on the mission and is conceptualized as follows:



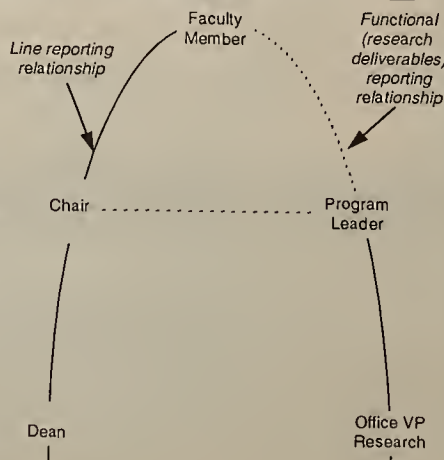
Faculty members would continue to report to Chairs, and would be accountable to Program Leaders for research deliverables

Faculty members bid for Agreement funds within the percentage effort they have agreed with their Chair is available for them to undertake scholarly activity. If they want to bid for more they will have to renegotiate with their Chair. As such, there should be no effect on teaching responsibilities

Chair/Faculty Member Relationship: Faculty members will continue to be evaluated within the Department/College structure

Program Leader/Faculty Member Relationship: Faculty members will be held responsible for achieving the milestones on research funds received

Program Leader/Chair Relationship: Negotiate secondments, attempt to resolve issues before they escalate. Leader provides input to T&P process as is done today for Centres of Excellence, the Veterinary Teaching Hospital, cross appointments, etc.



OMAF Agreement Restructuring Steering Committee

Larry Milligan, vice-president for research, chair
 Richard Barham, dean of FACS
 Leonard Conolly, acting academic vice-president
 David Knight, dean of the College of Social Science
 Derek Jamieson, director of Analysis and Planning
 Rob McLaughlin, dean of OAC
 Jim Mahone, director of Agrifood and Rural Programs
 Alan Meek, Population Medicine
 John Miles, director of Financial Services
 Ole Nielsen, dean of OVC
 Doug Ormrod, dean of graduate studies
 Bruce Sells, dean of CBS
 Carole Stewart, dean of the College of Arts
 Ted Swart, acting dean of CPES
 (CPES Dean Iain Campbell until Jan. 1/93)
 Jane Watt, associate vice-president for human resources

Administrative Task Force

Larry Milligan, vice-president for research, chair
 Jim Mahone, director of Agrifood and Rural Programs
 Rob McLaughlin, dean of OAC
 Alan Meek, Population Medicine
 Ole Nielsen, dean of OVC
 Ted Swart, acting dean of CPES
 (CPES Dean Iain Campbell until Jan. 1/93)

Research Programs Task Force

Alan Meek, Population Medicine
 Dave Hume, Crop Science
 (Wally Beversdorf, Crop Science, until Jan. 1, 1993)
 Tammy Bray, acting associate vice-president, academic
 George Brinkman, Agricultural Economics and Business
 Danny Butler, Clinical Studies
 Anne Croy, Biomedical Sciences
 Ross Hallett, Physics
 Stewart Hills, Land Resource Science
 Bev Kay, Land Resource Science
 Walter Kehm, School of Landscape Architecture
 Mare Le Maguer, Food Science
 Jim Mahone, director of Agrifood and Rural Programs
 Larry Milligan, vice-president for research
 Richard Moccia, Animal and Poultry Science
 Dennis Murr, Horticultural Science
 Lynn McDonald, Sociology and Anthropology
 Bruce Stone, OAC dean's office
 Gord Surgeoner, Environmental Biology
 David Walther-Toews, Population Medicine

Research report

They're banking on it

Future of Ontario's Carolinian forest lies in rare woody plant gene bank

by Andres Kahar
Office of Research

Researchers are putting the future of rare species of Ontario's Carolinian forest in the bank — the living, thriving gene bank at the Arboretum, which will pay dividends for generations of students and researchers to come.

The 13-year-old rare woody plant gene bank is part of the Arboretum's Children's Forest Restoration Project, which is designed to explain the inter-relationships of the environment.

Seed from 16 rare and endangered species has been collected and managed in the Arboretum nursery and established in gene bank seed-production orchards.

This means that the gene pool of rare species that occur naturally in the Canadian section of the Carolinian forest — an area sweeping from south of Toronto to Grand Bend and containing small populations of species that occur in great numbers around the Carolinas of the United States — can be re-established wherever and whenever necessary.

"Through urbanization and clearing for farmland, the forest in some counties has been fragmented to as little as 3.5-per-cent forest cover, thus impeding natural recovery and movement of genes," says Arboretum horticulturalist Henry Kock, co-ordinator of the gene bank. "We have a responsibility to repair some of this damage."

Genetic diversity

The gene bank is laid out in two blocks near East Residences and east of the Cutten Club. Its contents represent the genetic diversity of Carolinian woody plants from counties in southern Ontario, gathered in one location so they can continue to pollinate one another. The plants are documented by exact natural locations

and descriptions.

The rare woody plant program was launched in the 1980s when former Arboretum curator John Ambrose and botanist Steven Aboud observed that Carolinian Canada was rapidly disappearing and surmised that a collection of native Carolinian woody plants would be central to any restoration.

After Kock's arrival at U of G, he, Ambrose and Aboud investigated the histories and locations of Carolinian woody plants with preliminary financial support from the Committee on the Status of Endangered Wildlife in Canada and the Ontario Ministry of Natural Resources (MNR) until 1986.

Gathered seeds

With the help of early botanical records and knowledgeable volunteers from each region, the team gathered seeds from their remnant natural ranges.

Finding a particular plant requires understanding the ecology of the plant — knowing, for example, whether the plant grows by streams or up on ridges. Sometimes the clues are unusual — Kock located a chinquapin oak near Kingston by listening for the blue jays that feed on the tree's acorns.

The collection effort netted seeds from common varieties such as the flowering dogwood, hop tree and prairie rose, as well as such rarities as the Kentucky coffee tree, paw paw, blue ash and the endangered cucumber magnolia. The seeds were processed and cultured in the Arboretum nursery, where they grew for several years, first in well-shaded areas and later in the open nursery, before being planted out in the gene bank orchard.

Kock and colleague Susan Feryn Perkin planted the trees in orchard formation to make it



Arboretum horticulturalist Henry Kock checks the progress of a rare woody plant in the gene bank.

Photo by Sherry MacKay, Office of Research

easier to keep maintenance records for each plant. Kock reports that the survival rate — since MNR support came back into the picture in 1991 — is 100 per cent.

"We haven't lost a single plant," he says. "That's an indication of their hardiness" — not to mention the human commitment to the project.

Besides being pragmatic about the gene bank's function, Kock is enchanted by the biology of seeds and plant growth.

"I'd describe the germination of seeds in unison like a ballet — nature's dance. It evokes the poet in me and takes the harsh edge off of pure science."

Still, he and his colleagues worry that the bank's success could promote a false sense of security.

"Just because we have a gene bank now doesn't mean that the natural populations are disposable," he says. "The gene bank was established so that we can hang on to the pieces of

Carolinian vegetation that exist and take the seed collection pressure off of these natural populations. Seed collection is vital for the generation of the diverse vegetation needed for ecological restoration and the growing horticultural enthusiasm for native plants." □

Dogs must be leashed at Arboretum

Dog owners be warned: the Arboretum will no longer allow free-running dogs.

They will have to be kept on leashes and owners will be required to remove their pets' excrement.

Why the new rules? Unsuspecting walkers and runners can be intimidated by unleashed dogs, says Arboretum director Alan Watson. In addition, pets can wreak havoc in the ecologically fragile environs within the facility, he says.

The policies are also meant to protect the dogs themselves, says Watson. A dog chasing a squirrel earlier this year trapped its paw in a crack. It was eventually released unscathed ... with the aid of a crowbar. □

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Our Community

Notices

Art for kids

Registration for the Macdonald Stewart Art Centre's spring art classes for children is March 23 from 10 a.m. to noon for children aged nine to 13 and from 1 to 3 p.m. for children five to eight. Cost is \$60 for centre members, \$70 for non-members. Call 837-0010 for information.

Toxicology ethics

The seventh annual symposium of the Toxicology Students' Association March 27 focuses on "Ethical Issues in Toxicology." Guest speakers include Dean Thompson of Forestry Canada, Ron Brecher of GlobalTox Consultants, Clive Greenstock of Atomic Energy Canada and

Jack Shaw of Laidlaw Environmental Services. Registration begins at 8 a.m. in MacNaughton 113. Cost is \$5 for lectures only or \$12 for lectures, lunch and reception. Tickets are available at the UC box office.

A taxing situation

The Graduate Students Association presents a tax seminar for graduate students March 25 at 1 p.m. in UC 441. The session will be led by an official from the International Tax Centre in Ottawa.

AGO tour

The Macdonald Stewart Art Centre presents a tour of the refurbished Art Gallery of Ontario March 24. Call 821-7574 for information and tickets.

OVC course explores how dogs learn

OVC will hold a two-day course March 27 and 28 on how dogs learn. Course leaders are Profs. Don McKeown and Andrew Luescher and graduate student Jack Halip of the Department of Population Medicine.

The course is of interest to veterinarians, veterinary technicians, dog trainers, dog breeders, behaviorists and pet owners. It focuses on improving the efficiency and effectiveness of canine training through the proper application and interpretation of basic principles of learning.

Sessions on March 27 will cover principles of learning, counter-conditioning and systematic desensitization, canine aggression, and collars and training aids. March 28 topics include principles and use of punishment, effect of temperament on canine trainability, development of the puppy and interactions among the trainer, breeder, vet and behaviorist.

Proceeds from the course will support OVC research. For more information or to register, call Continuing Education at Ext. 3956. □

Human resources report

Appointments

Prof. Ken Jeffrey has been named chair of the Department of Physics, effective May 1.

Prof. Susan Pfeiffer, Human Biology, associate dean of graduate studies, will serve as acting dean of graduate studies from July 1 to Dec. 31 while Dean Doug Ormrod is on administrative leave. Prof. Terry Gillespie, Land Resource Science, will serve as acting associate dean during that period.

Prof. Tom Tritschler has been appointed chair of the Department of Fine Art for a three-year term, effective Aug. 1.

Retirements

William Steel retired Jan. 1 from OAC Research Station Services.

Ursula Stevens retired Dec. 31 from Student Health Services.

Carl Toushan retired Jan. 1 from the Department of Physics.

Job opportunities

As of March 12, the following opportunities were available to on-campus employees only:

Driver, Administrative Department. Job rate: \$13.74 an hour; probation rate: \$13.54 an hour.

Animal-Care Committee Clerk, Animal-Care Services, temporary leave for one year. Normal hiring range: \$14.44 to \$16.13 an hour.

Laboratory Instructor - Nutritional Sciences, contractually limited from Sept. 1/93 to April 30/94. Normal hiring range: \$15.70 to \$17.54 an hour.

To determine the availability of University employment opportunities, visit Employment Services and Training on UC Level 5 or call 836-4900. □



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Comments on a Changing World
Dr. Alan Morgan
Department of Earth Science
University of Waterloo

10:30 a.m. Entomology
1:00 p.m. Toxicology
3:00 p.m. Plant Pathology/Microbiology



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Required

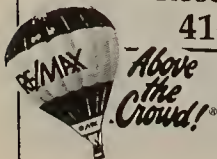
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Two-bedroom two-storey home, quiet street close to downtown, fireplace, forced-air gas, fenced yard, 824-2527.

Apartment-size walnut upright piano, 821-2273 evenings.

Two free couches; single semi-motionless waterbed; 28" RCA color television; available late April, Kelly or Earl, 824-3354.

Apple-Quantum 40-MB internal hard drive, 763-3397.

1987 Honda Civic four-wheel-drive station wagon, new doors, six speed, AM/FM cassette, certified, Kim, Ext. 2587 or 823-8347.

1983 Nissan Sentra, five-speed, four-door, AM/FM, many new parts, 836-6259.

Wanted

Home-care helper for disabled woman in her downtown home, provide personal care and recreation, 10 a.m. to 6 p.m. five days a week,

must be able to handle chair-to-chair transfer, 824-3174 between 4 and 7 p.m.

To buy raised bungalow in south end with large finished rec room for pool table (or unfinished basement), Linda, Ext. 6581 or 821-1893 evenings.

Piano, 763-5994, leave message.

For rent

Large bedroom in shared house, close to downtown and University, off-street parking, on bus route, park with tennis courts across the street, 824-2732 or 823-0236.

Available

Six-year-old thoroughbred bay gelding, 16 HH, pleasure hacking or companion horse, Karen, 634-8896 or 662-3383, leave message.

Housekeeping, full- or part-time, available immediately, Alex, Ext. 2591.

Day-care services in your home, available May 1 for full-time work or immediately for part-time service, Meredith, 837-2723.

Data inputting using WordPerfect, on disk or on paper, 821-5502.

Around town

Festival sale

The Guelph Spring Festival's annual garage sale is March 28 from noon at the Guelph Farmers' Market.

Nurturing success

Donna Messer, director of food and agriculture for Illinois, will speak to the Guelph chapter of the Canadian Federation of University Women on "Nurturing Success Through Mentoring and Networking" March 23 at 7:30 p.m. at the Optimist Club.

Raise the flag

In recognition of the United Nations' International Day for the Elimination of Racial Discrimination, a UN flag will be raised at city hall March 19 at noon. There will also be displays in the Stone Road Mall March 19 and in the Eaton Centre March 22. □

Calendar

Thursday, March 18

Awareness Day - The Centre for Students with Disabilities and U of G's Access Awareness Committee are sponsoring several events to focus attention on students with disabilities. An information table will be set up in the UC courtyard from 10 a.m. to 2:30 p.m. At 2 p.m., Marc Wilchesky of York University will discuss "Teaching Students with Learning Disabilities" in UC 103. At 5 p.m., the film *Children of a Lesser God* will be shown in the Lennox-Addington fireplace lounge.

Pathology Graduate Seminar - Della Johnston examines "Polymorphisms Generated by RAPD-PCR in *Eimeria* Spp. of the Domestic Fowl: Application to Species and Strain Identification" at 11:10 a.m. in Pathology 2152. **Landscape Architecture Seminar** - Makoto Yokohari of Japan's National Institute of Agro-Environmental Sciences discusses land use and open-space planning in Japan at noon in the lobby of the Landscape Architecture Building. **Concert** - The free noon-hour concert features pianist Tom Plaunt of McGill University. Performances are at 12:10 and 1:10 p.m. in MacKinnon 107.

Friday, March 19

Molecular Biology and Genetics Seminar - "Domain Structure of the Vaccinia Virus mRNA Capping Enzyme" is the topic of Ed Niles of SUNY Medical School in Buffalo at 11 a.m. in Axelrod 028. **Nutritional Sciences Seminar** - Aida Ethiopia discusses "3MI - Toxicity: Possible Interaction with DNA" at 11:10 a.m. in Animal Science and Nutrition 141. **Economics Seminar** - Kenneth Norrie of the University of Alberta speaks on "Historical Perspectives on Intergovernmental Transfers and Current Canadian Policy Problems" at 3 p.m. in MacKinnon 315. **Evolution and Systematics Seminar** - Diane Paul of the University of Massachusetts goes "From Eugenics to Human Genetics - and Back" at 3:10 p.m. in Animal Science and Nutrition 141.

Worship

A prayerful journey through the book of Exodus, led by Matthew Hart of the Campus Ministry, runs weekly at 4:30 p.m. in the elevator room of MacKinnon Level 6.

Catholic mass is celebrated Sunday at 10:10 a.m. in Thombrough 164, Monday and Tuesday at 12:10 p.m. in UC 533 and Thursday and Friday at 8 a.m. in UC 533.

The Open Door Church (Anglican/United/Presbyterian) runs Sunday at 11 a.m. in UC 442.

Midweek - A Time with God provides an opportunity for reflection and meditation Wednesday at 12:10 p.m. in UC 533.

Womanstudy, a lunchtime discussion group led by Rev. Lucy Reid, discusses ecofeminism Thursdays at noon in UC 335.

The Student Christian Movement meets to discuss politics, society and spirituality Tuesday at noon in UC 335.

The Lutheran Student Movement meets Friday at noon in UC 444. □



Percussionist Beverley Johnston performs at the Macdonald Stewart Art Centre March 19 at 8 p.m. Tickets are \$8 and \$6.

Monday, March 22

Environmental Biology Colloquium - "Environmental Objectives and Perspectives" is the theme of an open colloquium organized by graduate students in the Department of Environmental Biology. It runs from 9 a.m. to 4:30 p.m. at the Arboretum.

Performance - Alberta Ballet of Edmonton performs classical and contemporary works at noon in the UC courtyard.

Interdepartmental Virology Journal Club - Michael Ligas of the Department of Veterinary Microbiology and Immunology examines "Viral Vectors in Gene Therapy" at noon in VMI 101.

Women's Resource Centre - Janice Canning explores modern feminist spirituality, focusing on the Persephone/Demeter myth, at noon in UC 107.

Nutritional Sciences Seminar - "Amino Acid Requirements of Fish" is the topic of Muriel Mambrini of the INRA Fish Nutrition Laboratory in France at 4 p.m. in Animal Science and Nutrition 336.

Human Biology Seminar - Graduate student Dave MacLean discusses "Amino Acid and Ammonia Metabolism in Skeletal Muscle" at 4:10 p.m. in Human Biology 212.

Information Session - Karen Walker of Student Housing Services discusses off-campus living at 6 p.m. in the Mills Hall fireplace lounge.

Tuesday, March 23

Our World - A showing of the NFB video *Flaading Jab's Garden*, which explores the environmental and cultural nightmare of the James Bay and Northern Quebec Agreement, begins at noon in UC 442.

Physics Colloquium - Simon Fraser University professor David Boal discusses "Biomembranes: From Fractals to Pathology" at 4 p.m. in MacNaughton 113.

Wednesday, March 24

Biochemistry Seminar - "Protein Kinases in *Trypanosoma Brucei*" is the topic of graduate student Ronald Maathai, Chemistry and Biochemistry, at noon in MacNaughton 222.

Poetry Reading - The Department of English presents a reading by poet Dale Zieroth at 3:10 p.m. in MacKinnon 132.

Plant Biology Seminar - "Signal

Transduction Pathway in the Tomato (*Cladosporium Fulvum*) in Compatible Interactions" is the topic of Eduardo Blumwald of the University of Toronto at 3:30 p.m. in Axelrod 117.

Canadian Wildflower Society - Frank Kershaw explores "Garden Design with Wildflowers" at the Arboretum Centre at 7:30 p.m. For more information, call 824-3807.

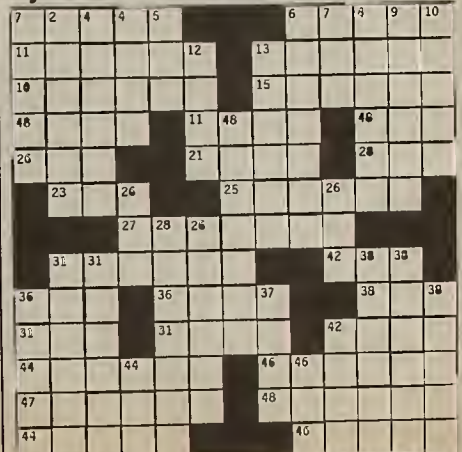
Thursday, March 25

Signs of Spring - The annual arts and crafts sale opens today in the

UC and runs through March 28. Hours are 10 a.m. to 9 p.m. Thursday and Friday, 10 a.m. to 6 p.m. Saturday and 11 a.m. to 5 p.m. Sunday. Admission to the show is free.

Veterinary Microbiology and Immunology Seminar - Cornelius Poppe of Agriculture Canada discusses salmonellosis in poultry at 11 a.m. in VMI 101. **Pathology Seminar** - Graduate student Shan Tennyson examines a low-molecular-weight antigen of *Eimeria tenella* at 11:10 a.m. in Pathology 2152.

Canadian Criss Cross by Walter D. Feener

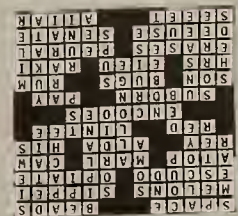


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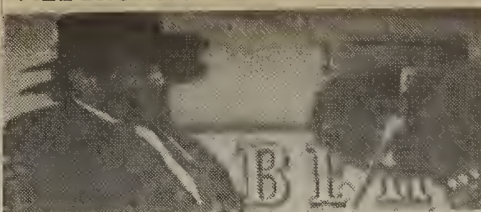
1. Place at intervals
6. Necklace
11. Financial windfalls
13. Bit of toast
14. Portuguese coin
15. Sedative
16. Upon
17. Fertilizer
19. Crow cry
20. Speed up
21. Actor Alan
22. Belonging to that man
23. Stop light color
25. Door crosspiece
27. Make cryptograms
30. Commit perjury
32. Settle a bill
35. Male offspring
36. Name for a bunny
38. Molasses beverage
40. "48 — (Notte film)
41. Stead
42. Grape juice liquor
45. Blots out
45. More than one
47. Disarm a bomb
48. Legislative

DOWN

29. Actor Tom
30. Sour juice plant
31. Dangerous
33. Noah's landing place
34. Japanese robe
35. Lean-tos
37. Eats
39. Race participant
42. Smallest of a litter
44. Claim damages
46. Grassland



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Dec. 6 Memorial Scholarship winner Shen Rowe sits in the School of Engineering's garden dedicated to the memory of those who died in the Montreal massacre.

Photo by Maurice Oishi, University Communications

First Dec. 6 scholarship goes to chemistry student

The U of G Faculty Association's scholarship commemorating the 14 women murdered at École Polytechnique in Montreal in 1989 was presented for the first time to Sheri Rowe, a first-year chemistry co-op student.

The faculty association established the Dec. 6 Memorial Scholarship last year to attract women to the physical and engineering sciences, fields largely made up of men. For Rowe, one of the 78 women who qualified for the award as members of the entering class of the College of Physical and Engineering Science, this means more than money. "It really drives me to work harder," she says.

The \$1,500 scholarship is awarded on the basis of academic merit and, in some instances, financial need. A native of Ailsa Craig, Rowe graduated from North Middlesex District High School with a 93-per-cent average and also holds a federally sponsored Canada Scholarship.

Rowe's aspirations are no lower than her grades. Inspired by her high school and university instructors — "I've got five profs here and all five are excellent" — she hopes to become "the best damn teacher in the world."

Through the co-op program, she hopes to gain experience in the fields she hopes to teach in, mathematics and science. □

Student speak



by Scott McNichol

OFS gets new name

The Canadian Federation of Students Ontario (CFSO) is now the official title of the former Ontario Federation of Students (OFS). The change was approved at the organization's annual general meeting held earlier this month on campus. Nona Robinson, president of the Central Student Association, says the change makes the OFS an official component of the Canadian Federation of Students (CFS), giving the Ontario group access to the national group's resources.

In addition to the name change, the CFSO elected Eme Onuoha as new chair to succeed Ken Craft in May. Onuoha is currently president of the McMaster Student Union.

Raise your voice

It's time again to show support for campus radio station CFRU during its annual Raise Your Voice campaign, which runs through March 21.

"It's 10 days of special programming and events to show the potential that we offer in terms of true public broadcasting," says

station manager Alex Prediger. He hopes CFRU's efforts will inspire members and non-members to help support another year of programming.

Special events includes live performances, guests from the Guelph community and Buskermania, which will be held downtown in St. George's Square March 20. For more information on becoming a member of CFRU, call 837-2378.

Bowling for brothers

Residence students, Interhall executive members and residence managers and assistants squared off recently in a friendly Bowl-erama that raised about \$1,300 for Big Brothers. Students participated at a minimum contribution of \$10 each.

Maritime Hall raised the most of any residence, collecting \$450

from only 24 students. "It was a lot of fun," says Maritime president Michelle Quick.

Town and Country Bowl provided free lanes and rentals for the event.

HAFAs helps kids

A spaghetti dinner held by HAFAs students last month raised \$428 for the Tim Horton Children's Foundation. Organized by students Kelly Smith and Teena Takashiba, the event was part of the school's annual HAFAs Week.

The dinner was held in the HAFAs Restaurant, with food donated by Guelph supermarkets and Hospitality and Retail Services.

Students Rob Hosking, Alex Morselli, Landon Keith and Nancy McKinnon prepared the food and served it up with the help of faculty and staff. □

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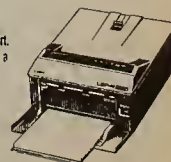
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